INTERNATIONAL BROTHERHOOD OF TEAMSTERS DECEMBER 2015/JANUARY 2016

TEAMSTER

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Silicon Valley Workers Join Union, Transform Lives

TEAMSTER TECH REVOLUTION

IN THIS ISSUE

FEATURES

SPEC
HD
6350
.A76
I5
v.112
2016

10 Teamster Tech Revolution
Silicon Valley Workers Join Union Transform Lives

16 Saputo Workers Secure Contract
Aligning With America's Strongest Union Earns Workers Respect

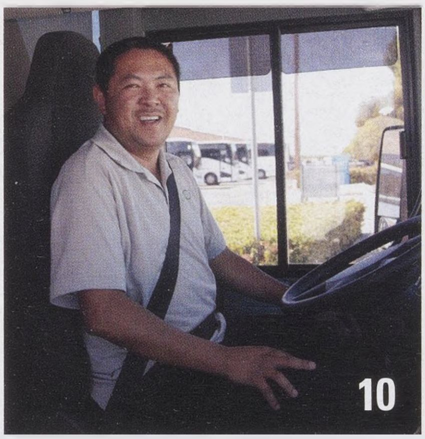
18 Waste Industry Organizing Power
Workers Join Teamsters at Locations Across the Country

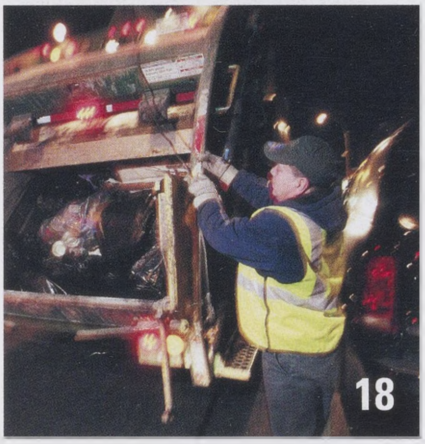
22 Motivating Congress to Rebuild America
Show Lawmakers Why They Need to Act on Infrastructure

24 Teamsters Take Charge
Local 11 Members Build Safety Culture at New Jersey Industrial Plant

26 Port Strike Ends
Port Driver and Warehouse Worker Strikes End With New Wage Theft Claims Filed

28 Under the Tucson Sun
Teamsters Win Historic Strike in Arizona


10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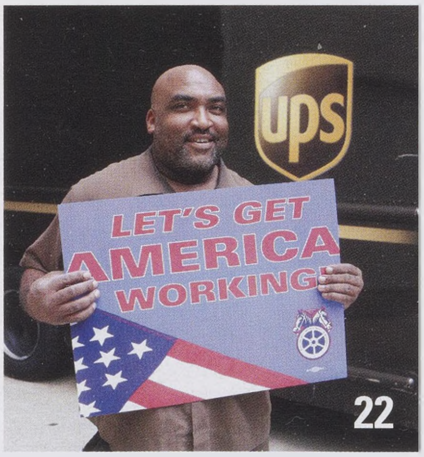

22

TEAMSTERS
PICKETING
Sun Tr
GET THE MOLD
OUR BUS
I AM WORTHY
28

2 TEAMSTER NEWS

- Missouri Rejects Right to Work
- Central States Shouldn't Cut Pension
- Mayfield Dairy Workers Earn First Contract
- First National Red Cross Agreement
- Training Center Goes Extra Mile
- Baltimore Sun Victory
- Teamster Headquarters
- New Contract at Ralphs, Vons and Albertsons
- Organizing Activity Continues at FedEx Freight, Con-way

20 ORGANIZING

- Organizing at Coca-Cola
- More Waste Management Teamster
- Local 745 Welcomes Two Units
- Allstate Power Vac Workers Join Teamsters
- Dollar Thrifty Workers Join Local 29
- Local 745 Welcomes Linde Gas

30 COURT MATERIAL

32 ELECTION SUPERVISO REPORT

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Retirees, Workers Deserve to Receive Their Pensions

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The golden years of everyday Americans who worked hard for decades to put away money for retirement are increasingly being jeopardized by the nation's pension system. But the Teamsters are working hard to fix it.

In September, several hundred Teamster members and retirees came to Washington to voice outrage over proposed rules governing pension cuts, attend IRS hearings on the issue and support for legislation offered by Sen. Bernie Sanders (I-Vt.) and Rep. Marcy Kaptur (D-Ohio) that would bolster multi-employer plans at the center of the dispute.

The "Keep Our Pension Promises Act" (KOPPA) would protect workers and retirees from cuts to their earned retirement benefits. In order to shore up the long-term sustainability of the existing federal pension insurance program, KOPPA creates a $30 billion legacy fund over 10 years, paid for by closing two tax loopholes used almost exclusively by the super-rich to avoid paying taxes.

I have also written to Thomas Nyhan, executive director of the Central States Pension Fund, to urge him to rescind their submission with the Treasury Department asking for permission to cut the pensions of thousands of Teamster members and retirees who have earned them. Reducing their retirement will devastate many of their lives at a time they are most vulnerable.

While the Central States Fund is certainly financially troubled, it is nothing short of outrageous to try to prop it up by proposing draconian benefit cuts that will impose significant hardships on the very people the Fund is supposed to serve. The benefits these workers and retirees earned were the result of their own hard work as well as that of their fellow Teamsters. Wiping it out in order to balance the books is tantamount to highway robbery.

Of course, this nation's retirement security problem goes deeper than just one pension plan. Workers should have enough money to live comfortably when they retire.

Financial institutions have done a number on pensions. A majority in Congress attacked workers' pensions that now put the retirements of thousands of Teamsters and other workers at risk. Meanwhile, Wall Street banks that raked in hundreds of millions of dollars managing pension funds during the Great Recession have largely been left unscathed.

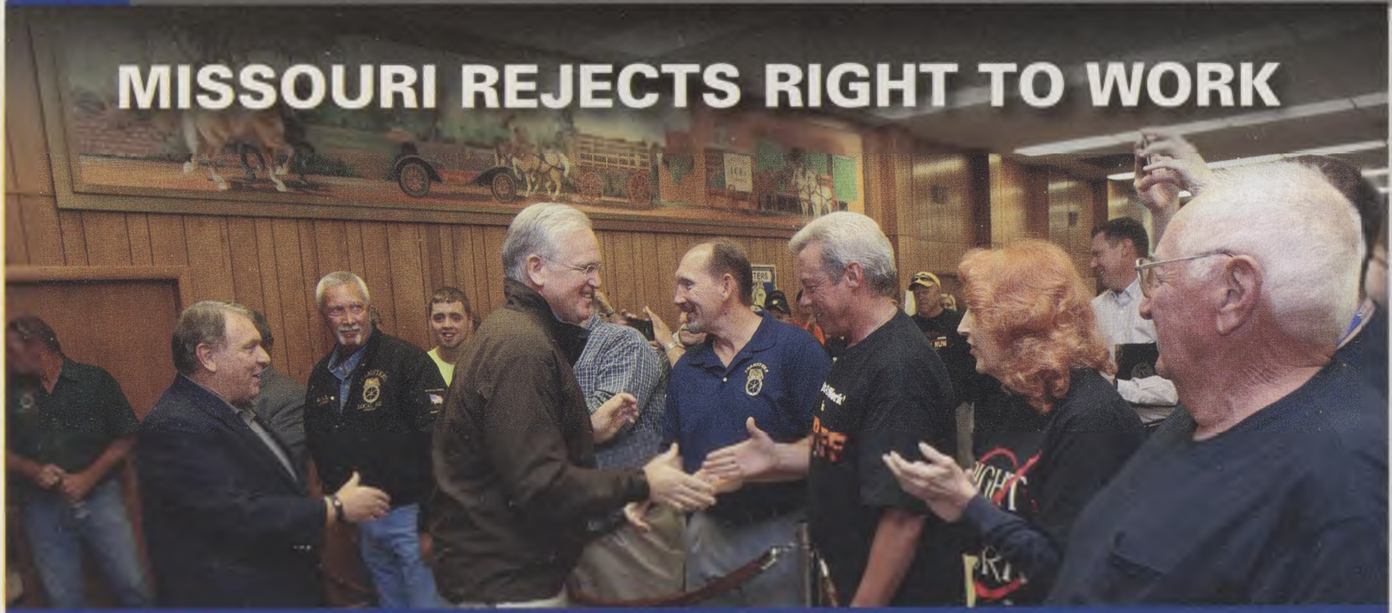
Banks caused the pension problem, they should help solve it. As it stands, these institutions get to keep making millions on the backs of the very pensioners whose benefits are being cut. That is unfair, unjust and plain un-American. It can stop now, however, if lawmakers see the error of their ways and support a fix.

Retirees should get what they were promised.

James P Hoffa

PROTECT OUR PENSIONS
NO CUTS
International Brotherhood of Teamsters

MISSOURI REJECTS RIGHT TO WORK



BIPARTISAN VOTE SUSTAINS GOV. NIXON'S VETO

In a rare display of bipartisanship, members of the Missouri House of Representatives recently voted to sustain Gov. Jay Nixon's veto of right-to-work legislation.

Sustaining the veto was a victory for working families and an embarrassing defeat for the groups pushing this anti-worker law.

Nixon vetoed House Bill 116 in June after the Missouri House and Senate passed it. Supporters of the bill needed a two-thirds majority vote to overturn Nixon's veto. However, a coalition of Republicans and Democrats stuck to their principles and voted to keep Missouri free from the damaging impact right-to-work legislation would have on the state.

The House needed at least 109 votes to override the veto and they fell short, so right to work was successfully vetoed.

"This attempt by outside special interests to cut wages for workers would also reduce access to training, jeopardize public safety and weaken our entire economy," Gov. Nixon said. "That's why a strong bipartisan coalition of legislators continues to support my veto of this divisive legislation."

"Today's bipartisan action by the legislature to uphold my veto of this divisive, anti-worker bill is a victory for workers, families and businesses here in Missouri and across the country," Gov. Nixon said. "I thank the members of the General Assembly, both Democrats and Republicans, who sent a clear message to the nation that Missouri will stand by its workers and oppose attempts by outside special interests to cut wages and weaken the middle class."

General President Jim Hoffa joined hundreds of union members from across the state that turned out to support Gov. Nixon and his veto on Saturday, Sept. 12 at Local 41 in Kansas City, Mo.

"I would like to thank the state legislators who put aside their partisan differences and came together to uphold Gov. Nixon's veto," Hoffa said. "They recognized that right to work is wrong for working families and is wrong for the state of Missouri. This has been a true victory for all Missourians."

Right-to-work states lag behind in wages, with workers averaging nearly $6,000 less annually. Eight of the 10 states with the lowest minimum wages and nine of the 10 states with the highest poverty levels are right to work.

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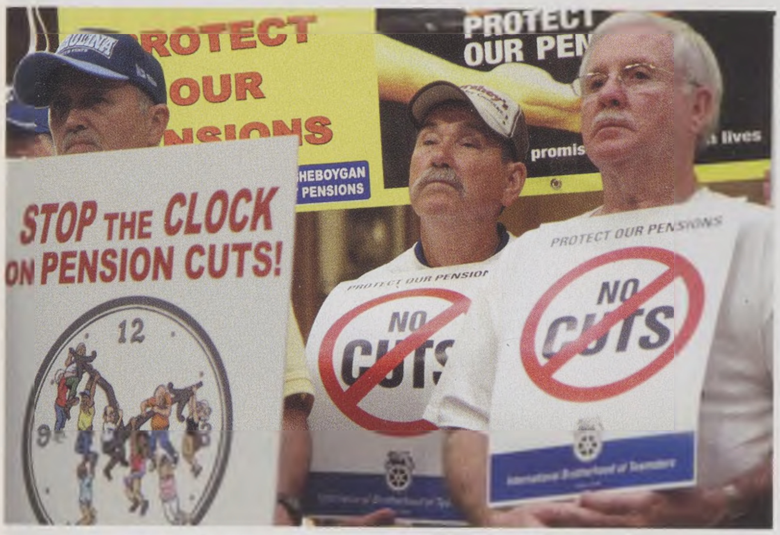


CENTRAL STATES SHOULDN'T CUT PENSIONS

Workers and retirees contributing to the Central States Pension Fund are having their retirement security threatened by legislation passed by Congress last fall that allows pension funds to cut active and retiree benefits. Administrators of the pension plan filed a petition with the U.S. Treasury Department in late September that would cut pensions by as much as 60 percent.

In an October letter sent to Fund Executive Director Thomas Nyhan, Teamsters General President Jim Hoffa told Nyhan that the proposed cuts are simply outrageous.

"Trying to prop up Central States by proposing draconian pension cuts that will impose significant hardships on the very people the Fund is supposed to serve makes no sense," he said. "The benefits these workers and retirees earned were the result of their own hard work as well as that of their fellow Teamsters."

That's why the Teamsters have been supportive of several legislative fixes. The "Keep Our Pension Promises Act" (KOPPA) would protect workers and retirees from cuts to their earned retirement benefits. The legislation would roll back provisions that were slipped into the fiscal 2015 spending bill approved by Congress last year that made earned pension benefits vulnerable to cuts.

And new legislation by Sen. Rob Portman (R-Ohio) would guarantee thousands of retirees and workers threatened by deep cuts to their pensions a meaningful voice in deciding their own future. The "Pension Accountability Act" shows that lawmakers across the political spectrum recognize a fix is needed. While it's not a complete solution, Sen. Portman's bill would be a start.

Either way, Congress is unlikely to take action unless they hear from constituents. The Teamsters are asking workers to contact their elected officials and ask them to support both legislative bills.

Central States should pull its horrific pension proposal. But if it doesn't, the Teamsters Union is not backing down.

MAYFIELD MILK
MAYFIELD

Mayfield Dairy Workers Earn First Contract

Drivers, Dock Workers Stand Up to Threats

Mayfield Dairy Farms drivers and dock workers in Georgia voted in late August to ratify their first collective bargaining agreement with historic and comprehensive improvements in pay, working conditions and benefits.

The two units are made up of 100 workers in Marietta, Ga. represented by Local 728 and about 30 workers in Macon, Ga. represented by Local 528. The area-wide agreement covers both locals.

Workers with both Local 728 and 528 endured illegal union-busting behavior in the lead up to the contract agreement. Mayfield was the subject of a May 2015 complaint issued by the National Labor Relations Board (NLRB), Region 10, in Atlanta over the company's refusal to bargain in good faith and other unfair labor practices.

The NLRB found that Mayfield violated the law by retaliating against employees for joining a union and attempting to bargain. Specific violations of federal law by the company included withholding pay, changing health insurance and altering work schedules.

Mayfield is a subsidiary of Dean Foods, the Teamsters' largest dairy employer with more than 5,000 members. The Georgia workers are the first Dean group that has been organized and won a first contract in more than a decade.

UNION COALITION ACHIEVES UNITY

FIRST NATIONAL RED CROSS AGREEMENT

After several months of negotiations and a month-long balloting process, Teamster members, as part of a multi-union coalition, ratified a new contract at American Red Cross. The agreement will impact more than 1,300 Teamsters at 18 different local unions across the United States.

Karine Roberts, one of the more than 700 proud Teamster women at Red Cross, works as a phlebotomist and is a member of Local 223 in Portland, Oregon. "I've been involved with negotiating our last five local contracts. We've never had a national agreement and I think this is fabulous. The negotiators covered a lot of the big stuff."

Teamsters have represented American Red Cross workers for decades, mostly in the mobile blood collection units that service communities in major metropolitan areas across the U.S. Often it's a Teamster member assisting you at your local blood drive, whether it's in the Philadelphia, Boston, Los Angeles, Portland or Cleveland areas.

"We represent one of the larger Red Cross units since our members have to cover 19 different counties in Ohio," said Safeyyah Edwards, a shop steward at Red Cross and a Trustee of Local 507 in Cleveland which represents more than 160 blood collection workers, nurses, medical assistants and emergency medical technicians (EMTs). "Our members are dedicated. They believe in the work they do and serving the community at large. I like to say that we, frontline staff, are the backbone of the American Red Cross. Its success does not come without us."

Edwards, along with representatives from local unions from Boston to Atlanta to Detroit to Los Angeles and many points in between, spent countless hours working on the negotiation process with the other members of the union coalition bargaining team. "I am hopeful that the National Addendum will help resolve some outstanding workplace concerns at the local union level," Edwards said.

"Now that this first-ever national agreement has been ratified, Red Cross will be in a better position to improve its operations and overall financial condition, while organized labor will enhance its ability to effectively address concerns," said Michael Filler, Director of the Public Services Division.

AFFILIATED WITH JOINT COUNCILS 25 & 65
TEAMSTERS
ILLINOIS TEAMSTERS/EMPLOYERS APPRENTICESHIP AND TRAINING FUND
TRAINING CENTER

TRAINING CENTER GOES EXTRA MILE

ILLINOIS CENTER WINS SAFETY AWARD

The goal for Mike Borjas, the director of the Joint Council 25 Employers Apprenticeship and Training Fund in Joliet, Ill., is providing the best training for Teamsters working in the construction trades as he can. Fortunately for the union, he is accomplishing this every day.

The Joliet facility trains up to 2,000 members per year in a variety of necessary skills. For a complete list of courses, check out www.illinoisteamsterstraining.org.

"A trained and certified Teamster is an employed member," Borjas said. "What we aim for here is to provide comprehensive training so that our members can maintain the Teamster reputation for supplying the best-trained, skilled workers for any type of construction project."

Many members interested in the construction trades have some prior military experience, and this can be augmented by the training at the Joliet facility.

Recently the National Safety Council, a nonprofit group which focuses on areas where the greatest number of preventable injuries and deaths occur, including workplace safety, teen driving, cell phone use while driving and safety in homes and communities, awarded the training center their "Trendsetter" award for the Professional Truck Driver Course as part of the Fleet Defensive Driver Safety Program Award category. Borjas accepted the award at the annual National Safety Council Congress and Expo held in Atlanta.

ILLINOIS TEAMSTERS/EMPLOYERS APPRENTICESHIP & TRAINING FUND
TRAINING CENTER

The Illinois Training Center is just one of the training facilities affiliated with the Teamsters that service members across the country which rely on federally funded grant programs administered through the union's Safety and Health Department. Los Angeles, Boston, Anchorage, Pasco (Wash.), Northern California, Newburgh (N.Y.), Tennessee, South Carolina, Las Vegas and Miami are home to construction training facilities at local unions that offer a broad range of courses.

"We have made training and certification a priority in our union because we believe that a well-trained Teamster member is the most productive and safe worker on any construction site," said Bubba Davis, Director of the Teamsters Building Material and Construction Trade Division. "With our union's call to repair and maintain infrastructure, we predict that a variety of construction projects will be coming online very soon and we want our members to be prepared. And, with training at facilities such as Illinois' in Joliet, they will."

Unified Front Brings VICTORY

Baltimore Sun Newspaper Drivers, Mailers and Pressmen Ratify Contracts

After a year of difficult negotiations, tentative agreements for three departments at the Baltimore Sun, represented by Local 355 and Local 888, were ratified at a jointly held membership meeting in October.

Hundreds of Teamsters crowded Baltimore Local 355's hall to capacity in order to hear from members of the bargaining committees representing the pressmen, mailers and delivery driver groups about the contract, which includes a freeze in the percentage of health care paid for by employees, and a provision that will allow members to follow the work should the newspaper move their facility.

The Baltimore Sun had sought to shift the full burden of health care premium costs to workers, among other regressive demands, but bargaining committee members endorsed agreements that preserved current health care and enhanced job security provisions.

The fact that the three units bargained together gave members a strong edge in completing the new agreement.

"Prior to these negotiations, the company told us that they would never allow us to bargain at the same time, but we did, and having a united front helped bring about this agreement," said Jim Deene, business agent with Local 355. "Standing together changed the tide of the negotiations."

Larry Geho, President of Local 888, also in Baltimore, explained how with this agreement there will be job security, in stark contrast to the drastic cuts being proposed at newspapers in other cities.

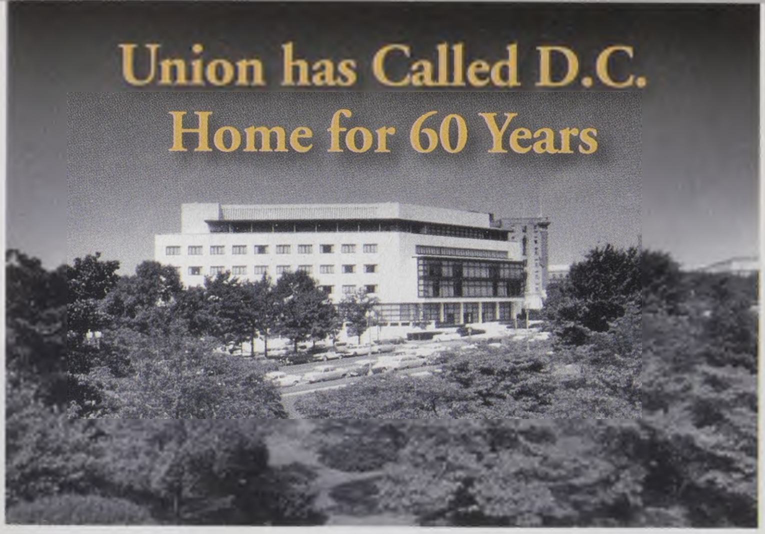
"The company tried to take everything from us, but this contract includes rights that we did not have before," Geho said.

Under the new agreement, employees would be able to follow the work, should the Baltimore Sun decide to move their facilities. This was an important provision as during negotiations it was revealed that the newspaper had sold its largest facility, called Sun Park, to the owner of Under Armour. The sports clothing and accessories company had then leased the Sun Park property back to the newspaper under a 10-year lease with a two-year vacate clause.

"Without this agreement there was no guarantee that the company would keep the unions. They also wanted us to pay more for benefits, but we stopped them on that," said Jim Sawyer, a 44-year transportation department employee. "If they do move to a new location they will take all of us with them. That is what the job security clause is all about."

The Teamsters Newspaper, Magazine and Electronic Media Workers Conference assisted the local unions with negotiating strategy over the entire two-year process. "We were glad to assist members working at the Baltimore Sun achieve an agreement which gives them job security and keeps health care premium payments at an affordable level," said Joseph Molinero, Director of the Division. "This is another example of how, when Teamsters stand together, the impossible can be accomplished."

Union has Called D.C. Home for 60 Years



This year marks the 60th anniversary of the dedication of the International Brotherhood of Teamsters headquarters in Washington, D.C. The building is recognized as a landmark in the city, and stands as a testimony to the union's accomplishments throughout American history.

The idea for an office located in Washington began in 1940. Teamsters General President Daniel Tobin purchased a plot of land overlooking the Capitol. He wanted the union to be able to closely observe the actions of Congress and take an active role in the legislative process surrounding labor issues. Due to World War II and other pressing priorities, the General Executive Board (GEB) postponed construction for over a decade. The first designs were produced in 1950, and General President Dave Beck made revisions to the plans after succeeding Tobin in late 1952. In June 1952, the GEB approved the move of the headquarters from Indianapolis to Washington, D.C.

The building was constructed entirely by union labor. Work on the building advanced rapidly, and construction was completed in June 1955.

The dedication of the building had several events, including open houses, speeches by Teamster officials, a Marine Corps color guard and even a telegram from the president.

"It is fitting that this structure be built in the capital of a free republic which accords to labor and its representatives their equal and rightful place in its social and economic life. Strong, dedicated, democratic trade unionism is one of the bulwarks of our American way of life. Our democracy and our economy both make possible and draw strength from free trade unions," read the telegram from President Dwight D. Eisenhower.

New Contract at Ralphs, Vons and Albertsons

Wages, Pensions and Health Care Benefits Improved

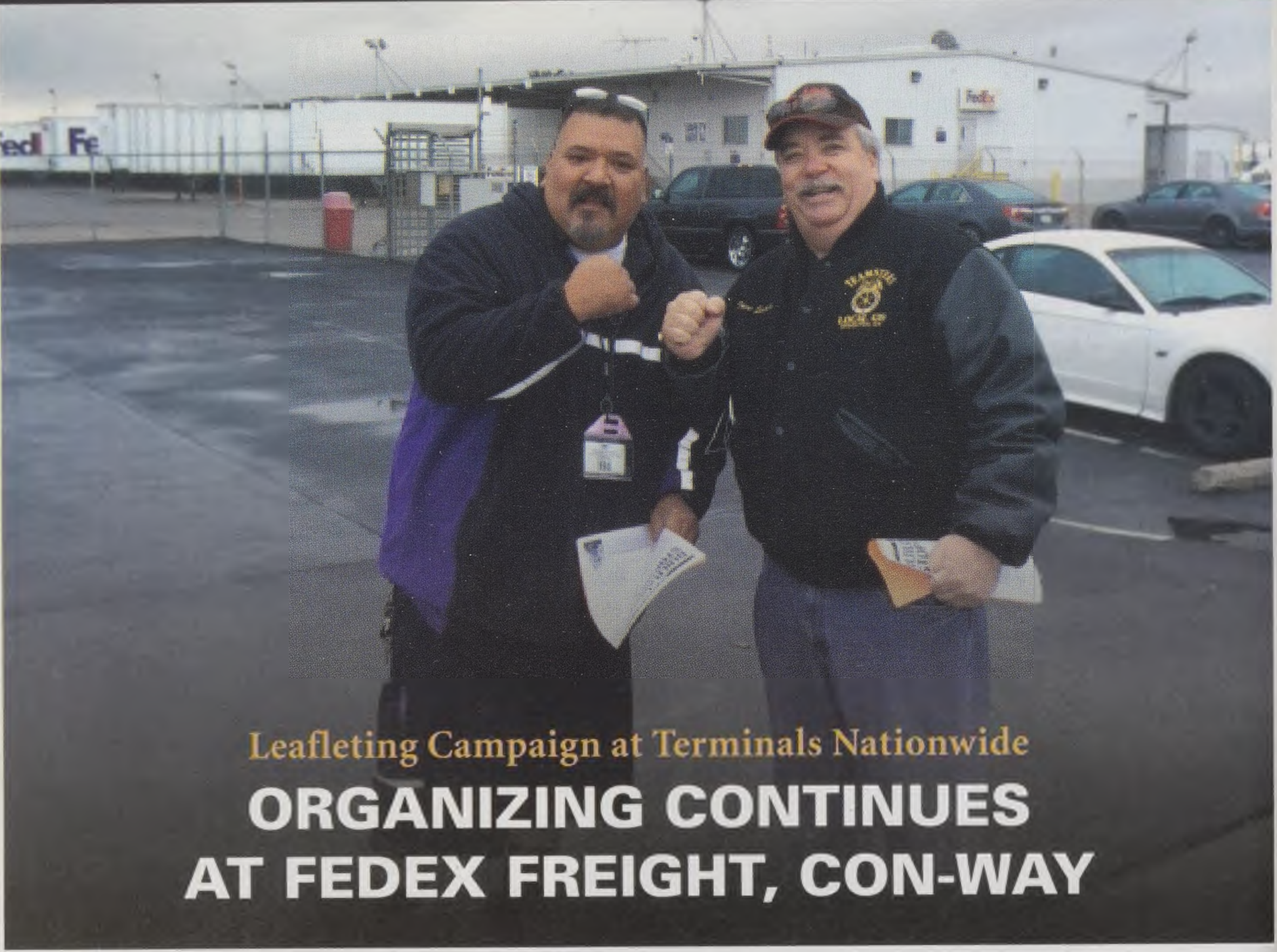
A majority of Teamsters working as drivers, warehouse workers and in dairy and manufacturing at grocery companies Ralphs, Vons and Albertsons in Southern California have ratified a new five-year agreement. The contract raises work standards and compensation for the more than 2,000 employees represented by Teamster locals throughout the region.

"Our members voted to ratify this new agreement because it improves wages, health care benefits and retirement security," said Rick Middleton, Teamsters International Vice President and chief negotiator. "We bargained for several months with the companies to reach terms that included improvements that our members would want. All the planning and time involved with bargaining was well worth it."

On Oct. 7, a tentative agreement was reached with the grocery companies after three months of negotiations. In September, members voted overwhelmingly to strike after the contract expired. Teamster members received solidarity from the broader labor movement in Southern California ahead of the ratification vote, which took place Oct. 16-18.

"It was a challenging process, but we were able to hash out an agreement to raise work standards and compensation for all of our members at Ralphs, Vons and Albertsons," Middleton added.

"We are proud that our members at Vons, Ralphs and Albertsons will continue to have the security of a union contract," said Steve Vairma, International Vice President and Director of the Teamsters Warehouse Division.



Leafleting Campaign at Terminals Nationwide

ORGANIZING CONTINUES AT FEDEX FREIGHT, CON-WAY

After four organizing victories at FedEx Freight and three at Con-way in the last year, the campaigns at the two freight companies have entered a new phase focused on building a national activist network at the companies along with local union and freight member training.

"The campaigns at FedEx Freight and Con-way are not sprints, they are marathons," said Tyson Johnson, Director of the Teamsters National Freight Division. "We will continue to work with our local unions and members to move these campaigns forward."

In recent months, staff members from the Teamsters Organizing Department have visited local unions across the country to train the local union staff and members about organizing techniques focused on the issues facing the workers at FedEx Freight and Con-way. The trainings have proven successful and will continue.

The multi-pronged campaign formula is based on connecting and activating workers within the companies along with ground organizing and the educational process with our own membership, and it is working.

National Leafleting

In addition, a first-ever nationwide day of leafleting took place at Con-way Freight terminals on October 20, 2015. In September 2015, XPO Logistics said it would buy Con-way for $3 billion, including debt, making it the second largest provider of less-than-truckload services in North America. However, workers are very concerned about how the acquisition will affect them. The outreach has created numerous new opportunities to talk to the Con-way workforce.

On November 10, a similar national leafleting day took place at FedEx Freight facilities. FedEx Freight workers are tired of the inferior, expensive health care benefits, terrible retirement security, lack of job security and the company spending millions of dollars to hire union busters to fight organizing campaigns, among other issues. The Teamsters confronted FedEx CEO Fred Smith about the expensive health care coverage during a recent shareholders meeting, and Smith got agitated by the questioning.

"Our freight members have played a critical role in the organizing campaigns and we will be calling on you in the future to help with these campaigns," Johnson said to Smith. "No one is more effective than our members at spreading the word about what Teamster power and the importance of having a contract means firsthand. The more we build density in freight, the better off all our members are."

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TEAMSTER TECH REVOLUTION

Silicon Valley Workers Join Union, Transform Lives

In a photo that appears on the pages of The New York Times in October 2014, Cliff Doi is thoughtfully looking out from behind the wheel of his bus. Perhaps Doi, who shuttles Facebook employees to and from work, is thinking about the changes that are to come. Doi can now say that he was there at the very beginning—the beginning of the Teamster tech revolution.

"We were the first. Hopefully all Bay Area transportation companies will go union and if that happens that would be cool," Doi said. "I'm hoping even more workers will join us and take a stand."

Fast forward a year later, and Doi and his co-workers employed by Loop Transportation, the contractor for Facebook, are Teamsters benefiting from a groundbreaking agreement that includes significant wage increases, health care benefits and a long list of other improvements.

"We're becoming the union for the tech industry," said Rome Aloise, International Vice President, Secretary-Treasurer of Local 853 in San Leandro, Calif., and the man at the forefront of this innovative organizing effort. "We are living our vision of making sure that support workers, most often working for third-party contractors, are compensated fairly and in line with what these tech companies can afford, and that they are treated with dignity."

"We lit a fuse," said Rodney Smith, a Local 853 organizer. "As soon as we got a contract at Facebook, we started hearing from drivers at all of the shuttle companies wanting to become Teamsters."

In less than a year, Teamster organizing in the tech industry has spread from Facebook to other global multi-billion dollar brands with household names, like Apple, Yahoo, Google, eBay and more. A new frontier for organizing has opened up in the highly successful tech world, uplifting lives and creating a brighter future for workers in a futuristic industry.

Connect with Teamsters in Tech

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www.teamster.org/facebook

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@ibtrome
@SVRising

@Teamsters

Thumbs Up at Facebook

Commuter shuttle drivers often start work before sunrise, and end their day after sunset, transporting tech company employees from their homes in trendy parts of San Francisco to sprawling office parks in locations like Cupertino and Mountain View—places where it's cool to work, but not so cool to live.

Some estimates put the number of contract workers in Silicon Valley at 77,000. It is an industry with a disparity between billionaire executives, six-plus figure-earning techies and the low-wage workers who keep the cafeterias moving, the buses running and the floors clean. Seeking a living wage and a decent life, these low-wage workers are organizing. It's a tech union revolution that is taking place in Silicon Valley, and Teamsters are leading the way.

In November 2014, 87 Facebook drivers, employed by Loop, became members of Local 853. In February 2015, they ratified an agreement that raised the average pay for workers, who live in one of the most expensive areas of the country, from $18 an hour to $27.50 an hour, including a split shift differential. The agreement also includes 11 paid holidays; up to five weeks paid vacation; guaranteed hours; health care for workers and families of full time workers, fully paid by Loop; wage increases for workers on split shifts; a minimum six-hour day for workers who can't work split shifts and much more.

For shuttle drivers who work long days, away from home for 14-16 hours, the split shift pay and adjustments were critical to their quality of life.

"I hope that everybody else that drives and is not in the union goes into the union," said Alfredo Castillo, a Facebook driver. "I think it's great having the union and we deserve it."

Cynthia Goolsby, also a Facebook driver, agrees. Goolsby says she makes $26.40 an hour now, and that's $8.40 more than she made before becoming a Teamster.

"It makes a huge difference," Goolsby said.

Denisha Powell has only been driving for the Facebook contractor for a few weeks and is enthusiastic about her new job. Powell was formerly a Teamster driver at another company, and it was important to her that she remain a Teamster.

"I'm excited to be working here and working as a Teamster," Powell said. "My mother retired from UPS as a Teamster and she's proud of me!"

After Facebook drivers organized, 140 drivers at Compass Transportation—the contractor for Apple, eBay, PayPal, Yahoo, Zynga, Genentech, Amtrak and Evernote—also joined Local 853. In August, waste workers with Genentech contractor Clean Harbors, and warehouse and shipping workers with Google Express contractor Adecco joined Local 853.

In August, Compass Transportation workers unanimously approved a contract proposal based on the Loop workers' contract. Apple, eBay, Yahoo and Genentech have since instituted significant wage increases as a result of the organizing efforts, and have expressed support for a full package for the drivers, building pres-

sure on Compass to accept the unanimously approved contract.

"We want everyone to be on an equal playing field," Aloise said. "Facebook did the right thing and it's time that the rest of these wealthy companies step up and do the right thing."

Dangerous Jobs

Not far from Facebook's famed headquarters in Menlo Park, Calif., is the warehouse facility for Google Express contractor Adecco. Customers who want to purchase items like toilet paper, shampoo, soup or any other myriad items from stores like Costco, Whole Foods or Target, can sign up for same-day delivery through the Google Express service.

It's in this former slaughterhouse where Adecco employees warehouse and prepare the items for delivery by couriers. These workers have suffered from poor ventilation, sweltering temperatures, electrical fires and damaged equipment. The employees are also required to sign short-term employment agreements with Adecco that limit them to two years of employment, although those limits are at the discretion of the employer and appear to be exercised at whim. It serves as a reminder from the company of who's really in charge; an "at will" status hangs heavy and offers no hopes of job security. The workers' hope was to change these working conditions by joining the Teamsters.

"Good things are coming for us," said Chris Henderson, who works in the warehouse. "We want to be safe and focus on our jobs; that is all we want to do."

San Francisco LABOR HARMONY

With thousands of tech company employees taking commuter shuttles to work, where do all those buses go? They pick up and drop off passengers at public transportation stops, called Muni stops, as part of a commuter shuttle pilot program established last year by the San Francisco Municipal Transportation Agency (SFMTA). However, while commuter shuttles—like the ones that transport tech industry employees—get to use, for a fee, public bus stops which are taxpayer funded and maintained, they're not held accountable for their labor standards. Should a strike or work stoppage occur due to a company's poor labor record, the workers and the community will be the ones to suffer the impact.

This is why Teamsters in Northern California are bringing public attention to this issue, including rallying in the streets of San Francisco. Thanks to the work of Teamsters Local 853 and Local 665, the San Francisco Board of Supervisors adopted a resolution that would require the SFMTA to consider the labor practices of commuter shuttle operators as part of their permitting process. Teamsters and allies are putting pressure on SFMTA to adopt the unanimously approved resolution.

"San Francisco is a union town, and there is genuine concern for wages, benefits and working conditions for these drivers that work for some of the most profitable companies in the world," said Doug Bloch, political director for Joint Council 7, representing more than 100,000 Teamsters across California and Nevada. "The Board of Supervisors is standing with the drivers who are fighting for their fair share, and working to make sure that any fight won't interfere with the regular business of 800,000 daily bus riders in San Francisco."

Search

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Beverly Vanatta

Works at: Facebook driver for Loop Transportation

Past: School bus driver

Status: Teamsters Local 853 member and the #union is helpful. I like my job and co-workers.

Terrance Rollins

Works at: Facebook driver for Loop Transportation

Lives in Stockton, Calif.

Status: Father of 10, but Facebook is like my #family. It's a good thing to have the #union!

Bob Kerrigan

Works at: Adecco warehouse, a contractor for Google Express

Status: I'm excited about joining the #Teamsters. We definitely need security and guarantees here.

Henderson said that he and his co-workers had to contend with an anti-union law firm during their organizing drive. Union busters tried to keep the workers from forming a union, which the workers were doing to change what Bob Kerrigan describes as 'Third-World' conditions at the facility.

"I am personally excited and thrilled; everyone from the Teamsters has been fantastic for us. We have more support in the past few months than we've gotten from Adecco in years," said Kerrigan, who works in the warehouse.

At Clean Harbors—the contractor for Genentech—compliance technicians, chemists, in-site technicians and administrative assistants joined Local 853 this summer. Bobby Winter, a compliance technician, said he started the organizing efforts by calling Stacy Alvelais, a business agent with Local 853.

Winter is pleased to be a Teamster and is looking forward to a contract at Clean Harbors, where workers collect and dispose of hazardous and universal waste.

"It's a dangerous job. It deserves to be remunerated properly," said Winter, who praised the National Labor Relations Board's recent rulemaking on expedited elections, which allowed for a quick vote. "We had much less harassment from management than we would have because of the policy change."

Press Effect

The world took notice when workers in the tech industry began organizing with the Teamsters in Silicon Valley. Headlines like, "Facebook Drivers 'Like' Teamsters," had caché. Reporters were intrigued by organizing efforts at corporations whose products have become a part of daily life around the globe. Facebook alone has more than a billion active monthly users.

Tech reporters with varying degrees of knowledge about unions paid attention, and the workers' stories were featured worldwide in The Wall Street Journal, The New York Times, USA Today, Time, San Francisco Chronicle and countless tech publications, as well as on television and radio.

Aloise recognized that proactively engaging with reporters by keeping them informed and providing access to workers—even inviting reporters to union meetings—contributed greatly to the positive press that the campaign has received and is receiving.

The reporting put pressure on the contractors, and their clients, to do right by the workers. Extensive media coverage has also introduced new workers to the Teamsters, as they read about what was happening and recognize that they, too, deserve union representation.

Digital Divide

At 7:30 a.m. on a Thursday in September, millennials line up at the corner of 24th and Valencia, in San Francisco's Mission District. It's an area of the city where young professionals have displaced longtime residents. Former Labor Secretary Robert Reich recently described San Francisco as a "microcosm for what is happening not only in the United States, but all over the world," reflecting growing wealth and widening income inequality. In this neighborhood, it is mainly working class Latinos who have felt the pinch of gentrification.

The dot-com employees wait on the corner as buses pull up with dashboard placards that read the final destinations—"Yahoo," "LinkedIn," "Tesla" and many other companies in Silicon Valley.

A young man with a British accent welcomes a friend to the corner; the friend is riding the bus for the first time that day. It is the only company bus that morning and it will transport the friends about 45 minutes outside the city to where they will start their work days, contributing their minds to some of the world's largest and most innovative brands.

Scott Peebles's commute to work that morning was much shorter. Peebles works as a shuttle driver for Compass Transportation, driving employees of Apple—which is number five on the Fortune 500 list—and he got to work that day in his 1997 Dodge Caravan, his home.

Peebles is one of a growing number of workers who, despite being employed full time in Silicon Valley, struggle in a competitive market to find affordable housing. Peebles slept on an inflatable mattress in the back of his minivan at night, and during his split shift, would visit the library and aim to learn something new every day. He would also persistently search for a home, knowing that "this isn't supposed to happen in America."

After Peebles moved to California to make more than the $10 an hour he earned as a paratransit driver in New York City, he came to Compass and started at $18 an hour, and was soon earning $19.50. After he and his co-workers organized with the Teamsters in February, his pay shot up to $30 an hour.

"When I heard we were going to have a union, I got very excited, especially because it was the Teamsters. I said, 'Wow, this is going to change everything.' Without the union, the company wouldn't have raised the wages. I'm grateful for that," Peebles said.

With the retroactive pay, Peebles was able to put money on his credit card and keep a positive outlook. After two months of living in his car, Peebles recently found a room in a town house for $1,300 a month. His new home has tall ceilings and a comfortable bed, and it's an opportunity made possible thanks to the wages he is now making.

Not everyone has that opportunity. This is why the Teamsters Union is working to create opportunity for more workers, as part of a growing movement of labor, faith and community-based organizations and workers challenging income inequality in Silicon Valley through a partnership called Silicon Valley Rising.

According to a report by Silicon Valley Rising, although the region's top tech firms made a record $103 billion in profits in 2013, one in three Silicon Valley households do not make enough money to meet their most basic needs. The San Francisco Chronicle reports average monthly rents for a one-bedroom apartment are in the range of $3,361 in San Francisco and $2,469 in Oakland. A housing crisis exists, and as developers build skyscrapers, no fault evictions are on the rise in San Francisco.

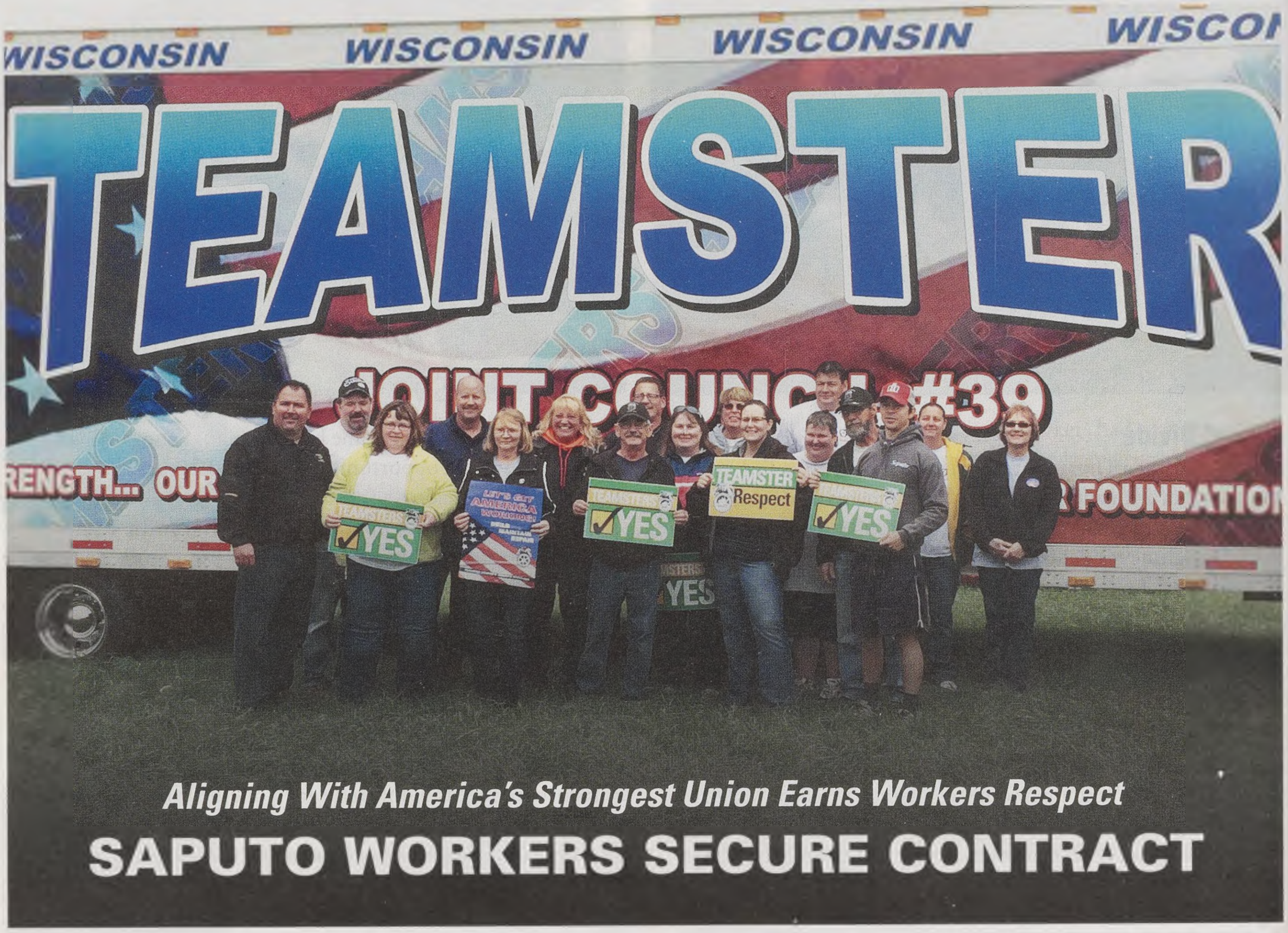
"We believe in a Silicon Valley where all workers, their families and communities are valued and are a part of our region's prosperity. Silicon Valley Rising strives to close the drastic inequity in our community," said Derecka Mehrens, Executive Director of Working Partnerships USA, one of a number of community groups that is leading the campaign along with the Teamsters.

Rising Tide

"The saying goes that a rising tide lifts all boats, but in the Bay Area, the rising tide is lifting all buses," Aloise said. "We are seeing contractors that had stalled on wages now negotiating big wage increases so that they can keep their drivers from moving to one of the better-paying companies. We are seeing proposals at the table for double-digit wage increases for school bus drivers. The union is raising the standard not just for shuttle drivers at tech companies, but as a result of those successes, raising the standard for other workers."

Sean Hinman, a Facebook driver, sees the big picture, as well, and is proud of what he does for a living and his status as a union member.

"I'm very grateful to be at a company that is involved with a tech company and a union," Hinman said. "Tech companies are the future. We live in a time where Google, Facebook, Apple, LinkedIn, these companies are the powerhouses, and for us to be able to unionize and rebuild the great structure of America—to give workers a chance to live and survive in America—that's a great thing."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JOINT COUNCIL #39
RENGTH... OUR
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TEAMSTERS ✓YES
LET'S GET AMERICA WORKING!
TEAMSTER Respect

Aligning With America's Strongest Union Earns Workers Respect

SAPUTO WORKERS SECURE CONTRACT

Things weren't going well for Saputo workers at the company's Lena, Wis. plant early last year.

Contract negotiations were at a standstill after 18 months of negotiations. They knew they had to do something. So they joined Local 662.

That decision paid off handsomely earlier this year when the nearly 460 workers at the cheese production facility approved a new five-year contract with Saputo that improved employee health care benefits as well as the worker grievance procedures. More than 80 percent of voting workers approved the contract.

Formerly represented by an independent union, they said their employer was forced to sit up and take notice when workers there aligned with the Teamsters.

"It shows what the power of people standing together can do," said Tom Strickland, a business agent with Local 662. "These workers wanted to change their future for the better and they made it happen."

JOINT COUNCIL
TEAMSTERS
LOCAL 662
WISCONSIN

Saputo is a Montreal-based Canadian dairy company with operations in over 40 countries. In Lena, workers cited favoritism, unaffordable health insurance and lack of respect as the main reasons for organizing with the Teamsters.

Organizing Victory

Saputo employees said joining the Teamsters made all the difference when it came to getting a great new contract agreement.

These workers initially joined the union in October 2015 with a commanding vote: The workers voted 367 to 79 in favor of representation by Local 662.

"The Saputo workers have wanted respect from the company for a long time. Their campaign only took seven weeks and was a quick victory due to the resolve of the group to gain Teamster representation," said Rick Skutak, Teamsters Local 662 Secretary-Treasurer, at the time of the organizing victory.

"I am so happy to be a Teamster because I know we will be treated fairly," said Brett Behnke, a string assembler at Saputo.

"I'm excited because I know I can keep on supporting my family and we can negotiate for fair wages and benefits as Teamsters," said Deb Panske, a stick operator at Saputo.

"This margin of victory shows what we can do together when the membership is this united," said Strickland.

The local held events that kept members informed and united, including cookouts, informational meetings and other solidarity-building events. After the contract was ratified, the local held another cookout for the new members. And since the election, the new Teamsters have remained united.

RESPECT IS A
TEAMSTER
CONTRACT
VOTE YES
TEAMSTER LOCAL 662

'Power of the Union'

"Just having the power of the union behind us made a difference," said Lisa Blahnik, a lab tech who has worked at Saputo for 36 years.

She noted that the company didn't listen to them before they joined Local 662. But that attitude changed afterward, and the workers are grateful.

"I wouldn't give up being with the Teamsters for anything," she said.

Annette Earley, a 24-year Saputo employee who works as an ultrafiltration operator, agreed. "Joining the Teamsters meant respect," she said. "Management has changed. It is comforting."

Strickland thanked the International Brotherhood of Teamsters in its help with securing the contract, especially Rome Aloise, International Vice President and Director of the Teamsters Dairy Conference. He also said Saputo has become a good corporate partner who is willing to work with the union.

"By working together, Teamsters Local 662 and the International Brotherhood of Teamsters are raising standards and improving conditions for yet another group of dairy workers," said Rome Aloise, International Vice President and Director of the Teamsters Dairy Conference.

The Teamsters represent more than 1,600 Saputo workers at 11 facilities in the U.S. and Canada.

JOINT COUNCIL #39

TEAMSTERS
LOCAL 324
Salem, OR
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

WASTE WORKERS JOIN THE UNION ACROSS THE COUNTRY

WASTE INDUSTRY ORGANIZING POWER

More than 200 waste workers at five locations, in California, Washington state, Oregon and Ohio, recently voted to become Teamsters.

The workers are employed at the two largest waste companies, Waste Management and Republic Services, and at Recology.

"Waste workers across the country are seeking protections on the job and the workers at Waste Management, Republic Services and at Recology have taken the bold step by forming their union," said Ron Herrera, International Vice President and Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "We look forward to helping these workers win the strong Teamster contracts they deserve to help them and their families have a more secure future."

On Sept. 2, 2015, Local 396 won card-check recognition for 125 workers at a recycling facility in Huntington Beach. The facility is owned by Republic Services, which purchased it from Rainbow Disposal Company in 2014. The victory was the result of Local 396's efforts, under the leadership of Herrera, to organize workers following the overhaul of the waste-collection system in Los Angeles. The local worked with community groups, elected officials and other allies to help get the Los Angeles City Council to approve a plan so that more materials are diverted from landfills and cleaner trucks are used.

Local 396 negotiated labor-peace agreements covering Republic Services workers, which in this recent victory gave Local 396 better access to workers and information to help with the organizing campaign. The agreement also calls for a 90-day time limit for both parties to negotiate a first contract, avoiding the common tactic by employers to drag out negotiations.

At press time, the workers are seeking fair pay, improved benefits, a safer workplace and fair treatment.

Republic Victory

In the other victories, on Aug. 26, 2015, workers at Republic Services in Salem, Ohio voted 9-5 to join Local 92 in Canton. There are 15 workers—residential and commercial drivers—in the bargaining unit.

"The workers remained strong and united despite the employer's threats that it would close down," said Doyle Baird, Local 92 President. "Local 377 Secretary-Treasurer Sam Cook and his staff were very helpful to us during the campaign."

Local 92 represents about 150 Republic workers in Massillon, Ohio. The workers in Salem know what a Teamster contract has meant for the workers in Massillon and they want the same protections.

"The Salem workers want affordable health care, fair wages, respect and safer equipment," Baird said.

On August 28, drivers at Waste Management in Redding, Calif. voted by a 2-1 margin to join Local 137.

The workers approached the local union in mid-July about joining the union, and Local 137 filed for an election on August 3. The vote was 16-8. There are 36 drivers in the bargaining unit.

"Individually, we as drivers had no voice with management to create positive change in our working conditions," said driver Vincent Smith, a 27-year employee at Waste Management. "With the help of the Teamsters, I look forward to participating in improving our work environment as well as employee satisfaction."

The workers are concerned about getting treated with respect on the job, safety and improved working conditions.

"This is a great victory for these hard-working employees," said Dave Hawley, Secretary-Treasurer of Local 137. "It was all about dignity, respect and a safe work environment. We really appreciate the help of the Teamsters Waste Division in helping the workers get the job done."

Two Wins at Recology

On September 3, by a 3-1 margin, solid waste workers at Recology in McMinnville, Ore. voted to join Local 324.

The drivers voted 18-5 to join Local 324 in Salem. There are 24 drivers in the bargaining unit. The workers are the first at Recology in Oregon to become union members.

"The drivers want respect on the job, more affordable health care, safe vehicles and fair wages," said Chris Muhs, Local 324 Secretary-Treasurer.

"I am excited to become a Teamster and to work to address all the issues we have on the job," said driver Paul McCullough. "We stayed united and strong during this campaign because we know that as Teamsters, we will be strong and can fight for positive change."

The workers approached the union in early August and Local 324 filed for an election on August 6.

In another victory at Recology, in Seattle, Local 174 won voluntary recognition in August for a group of approximately 60 workers at a recycling facility. "The workers want fair wages and improved benefits," said Rick Hicks, Secretary-Treasurer of Local 174.

In obtaining the voluntary recognition agreement, the union agreed to begin bargaining the sanitation workers' contract early so that the parties do not run up against the expiration of the existing agreement set to expire March 31, 2016.

Also at Local 174, in mid-September, 25 recycling workers at Renu, a waste company that is a division of North Star, ratified a first contract that boosts wages and benefits dramatically.

The workers' wages and benefits packages will increase by at least $9.01 to a high of $16.57 per hour. The workers had been paying premiums averaging approximately $225 per month for an inferior company health plan. They will now move to a far superior Teamster health plan with a $50 total monthly premium for the life of the agreement. The workers also will get overtime after eight hours daily and double-time after 11 hours, seniority rights and they move into the Western Conference of Teamsters Pension Plan.

"This shows what a powerful difference it means to work under a Teamsters contract," Hicks said. "The workers will receive the wages and benefits they deserve for the hard work they do every day serving their community."

ORGANIZING AT Coca-Cola
got rights?
got rights?
VOTE
TEAMSTERS
LOCAL 773

ALLENTOWN WORKERS JOIN LOCAL 773

Coca-Cola workers in Allentown, Pa., became the first new unit of Coke Teamsters in more than a decade.

By a majority vote, production workers at the Coca-Cola manufacturing facility voted to join Local 773 in Allentown. There are 90 employees in the union bargaining unit, all of which work in the syrup production facility, the key ingredient in Coca-Cola beverages.

"After many years of not being heard, the employees of Coca-Cola Lehigh Valley syrup plant finally have a voice," said Dan Rice, an employee for the past 16 years. "I look forward to this new partnership knowing that when we work together we can accomplish many great things."

Coca-Cola has, over the years, diversified their inventory of beverages in order to suit current tastes. In addition to Coca-Cola, other sodas such as Sprite, Fanta and Powerade are made at this facility.

"These Coca-Cola employees work hard to keep the production levels high and we are proud to be their union representatives," said Dennis Hower, President of Local 773.

Workers sought to unionize over wage and work-rule changes. The company had frozen workers' pay and it looked as if they would remain stagnant for years. The company also took away two paid holidays.

Hower said the union's experience with the employer helped in organizing and will ensure a good contract for these new Teamsters.

"We already represent other employees of Coca-Cola at an independent bottler of Coca-Cola products, and we have experience negotiating contracts in this industry. We look forward to working on the first collective bargaining agreement here," Hower said.

"The majority of the workforce here felt that union representation was right for our future," said Sean Werner, a four-year employee of the plant. "I am proud to say as Teamsters we finally have a voice."

LOCAL 667

Waste Management

Drivers at Waste Management in Memphis, Tenn., have voted to join Local 667. The 37-worker unit remained strong and united as the company waged a vicious anti-worker campaign. During the campaign, the workers were joined in support by students and campus workers at the University of Memphis, along with sanitation workers who participated in the historic 1968 strike.

"We are glad to have representation and we will continue fighting to win fair pay and improve conditions," said driver Norman Williams, a 12-year employee at Waste Management. "Now that we have the Teamsters on our side, we can negotiate a contract with the company that will bring back the pay and benefits we need to provide for our families."

In addition to improved pay and benefits, the workers are also seeking respect on the job and safer working conditions.

"Sanitation workers perform one of the most dangerous jobs in America, and they deserve the protections of a strong Teamster contract," said Ronnie Parkinson, Secretary-Treasurer of Local 667. "Today's victory was all about winning respect, fairness and a safe work environment."

LOCAL 745

Exel, Darling International

Local 745 in Dallas recently won two organizing campaigns, with more than 20 workers on their way to more secure futures.

In the first victory, on October 7, workers at Exel, a distribution center in Socorro, Texas, voted 8-4 to join. There are 12 warehouse workers in the bargaining unit.

The Exel workers are seeking a fair seniority system, fair wages and respect on the job. The workers remained united despite a vicious anti-worker, anti-union campaign waged by the employer.

On October 9, workers at Darling International in Dallas, a grease recycling company, voted 6-2 to join. There are 10 maintenance and labor workers in the bargaining unit. The workers want similar issues addressed—seniority, wages and respect.

"These two victories, while far apart and at different companies, show that workers really need and want the protections that come with being Teamsters," said Brent Taylor, Local 745 Secretary-Treasurer. "We will work hard to negotiate strong contracts for the workers at both companies."

LOCAL 813

Allstate Power Vac

On November 9, employees at Allstate Power Vac in New York City voted by an overwhelming margin of nearly 98 percent to join Local 813 in an election supervised by the National Labor Relations Board. The 61 environmental waste removal workers are looking forward to improving their working conditions, including gaining fairness and respect from their employer.

"Today we can proudly say that we are Teamsters. We have not gotten the pay, benefits, or respect that we deserve, but that ends now," said Ernesto Basilio, an Allstate Power Vac employee who helped lead the organizing effort. "Now that we have won our Teamster representation we are going to win the fair contract that our families need."

According to Local 813 President Sean Campbell, the new members were determined and worked hard to gain Teamster representation.

"They did a great job," Campbell said. "Thanks to the workers, our local, Joint Council 16 and the International Union coming together, the Teamsters will continue raising standards throughout the entire waste industry."

The win marks the eighth organizing victory for the Teamsters Solid Waste, Recycling and Related Industries Division since August.

"Teamsters have the focus, strength and experience to improve pay, benefits, working conditions and labor-management relations at Allstate Power Vac," said Ron Herrera, International Vice President and Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

Teamsters Joint Council 16 represents more than 120,000 working men and women in New York City.

LOCAL 299

Dollar Thrifty

Detroit shuttle drivers with Dollar Thrifty Automotive Group, a subsidiary of Hertz Global Holdings, have voted to join the Teamsters. The 15 shuttle drivers transport passengers to and from the Detroit Metropolitan Airport and the rental car facility. They united seeking respect and the protections of a union contract.

"We are excited to welcome these drivers to the Teamsters," said Kevin Moore, International Trustee and President of Local 299 in Detroit. "They faced a tough campaign, but they stuck together to form their union, and we're looking forward to getting to work on a contract that recognizes their hard work."

According to Joint Council 43 organizer Marian Novak, the workers had to contend with union busters throughout their organizing campaign and attend mandatory company meetings.

"The recent change in election rules by the National Labor Relations Board meant that the election was 21 days, and that shortened the period of time that the workers had to be exposed to the union busters, which was a good thing," Novak said.

LOCAL 745

Linde Gas

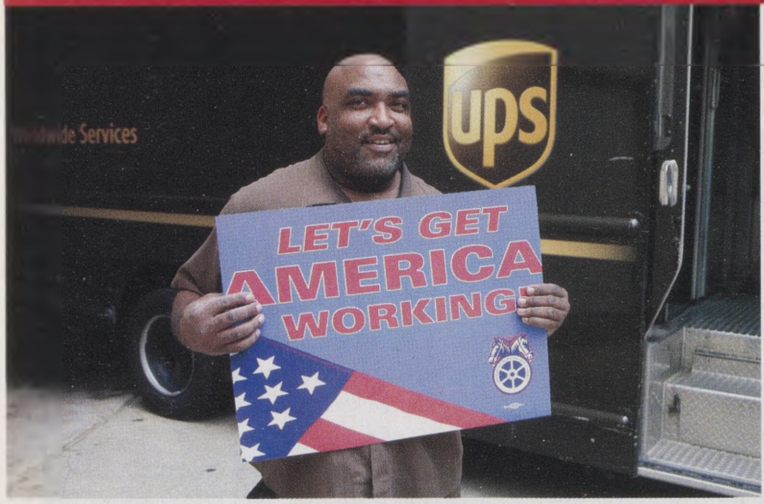
On November 4, workers at Linde Gas in Farmers Branch, Texas voted to join Local 745 in Dallas.

The drivers and warehouse workers voted 11-6 to become Teamsters. There are 17 workers in the bargaining unit.

Linde manufactures and supplies industrial, specialty and medical gases and related equipment.

"These workers are seeking improved benefits and working conditions," said Brent Taylor, Local 745 Secretary-Treasurer. "They stood united throughout the company's anti-union campaign. We are very proud of these workers and look forward to negotiating a good contract for them."

MOTIVATING CONGRESS


Worldwide Services
ups
LET'S GET AMERICA WORKING!

TEAMSTER STRONG AMERICA STRONGER

TEAMSTER STRONG AMERICA STRONGER

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LET'S GET AMERICA WORKING!

LET'S GET AMERICA WORKING!
LET'S GET AMERICA WORKING!

TO REBUILD AMERICA

Show Lawmakers Why They Need to Act on Infrastructure

Back in September, the Teamsters rolled out its "Let's Get America Working" platform. Now, the real work begins for all of us.

Getting these proposals instituted is a marathon, not a sprint. Congress won't just overnight decide it needs to hurry up and come up with a long-term funding proposal to cover trillions in infrastructure improvements, for example. But if elected officials hear from scores of Teamster members and other everyday Americans, they will make it a priority.

There are Democrats and Republicans who already see the value in these issues. But others need motivation. Since 2008, Congress has used more than $62 billion in taxpayer dollars to keep the Highway Trust Fund afloat, and, at press time, it has been over a decade since lawmakers have passed a long-term highway bill. At the same time, the transportation system continues to crumble and the safety of those who work and travel along the roads and rails is being jeopardized.

One thing that could change lawmakers' minds, however, is if they saw pictures of deteriorating infrastructure in their own districts. And that's where you come in. As part of the "Let's Get America Working" platform, the Teamsters have received several photos from our members and friends showing the dire state of infrastructure in their areas. But we need more.

If you spot decrepit examples of roads and bridges in your travels, please send them to teamsterphotos@gmail.com. It will help the union in its push to get Congress to focus on improving infrastructure that will help workers and businesses alike.

Infrastructure investment is key to creating new, better-paying jobs and getting the U.S. economy back on track. Let's show our elected officials why they should be focusing on the issue now!

Teamster Strong, America Stronger!

R11
LET'S GET
AMERICA
WORKING!

TEAMSTERS TAKE CHARGE

Local 11 Members Build Safety Culture at New Jersey Industrial Plant

S.A.F.E Team
Sika
S.A.F.E Team
BUILDING TRUST
SAFETY ALWAYS FOR EMPLOYEES
HOUSE 1
31
B1

Walking inside the Lyndhurst, NJ chemical production facility of Sika Corporation, one immediately notices the many colorful signs that brighten its white interior. Stickers on handrails alert workers to hold on when using stairs throughout the plant. Posters caution employees to avoid potential hazards and remind them to wear safety glasses in certain parts of the facility.

This wasn't always the case. Sika Corporation and Local 11 members are working together towards safety in the workplace, driving efforts to build a zero-injury culture. Until Teamster members started taking an active role in the plant's safety procedures, a high rate of accidents left Sika workers injured, put on leave and in some cases disciplined for lapses in safety protocol.

The twelve rank-and-file members of Local 11 who run the Sika S.A.F.E. Committee are building a new workplace safety culture that empowers and protects all Sika employees.

"Establishing this committee is a turning point for safety at this plant," said Patrick Basso, a 35-year Sika worker and former shop steward who works as a maintenance foreman and chairs the S.A.F.E. Committee – S.A.F.E. stands for "Safety Always for Employees."

"We are reversing the rise of safety incidents here so that we can work and return home safely to our families," Basso said.

"Our local has been pushing for better safety conditions by setting up worker committees at companies like Sika," said Rob Gillman, President of Local 11 in North Haledon, NJ. "The goal is to empower our members to propose and implement safety policies. These committees mean workers can conduct their own investigation into incidents and production flaws, rather than just allowing the company to do its own investigation and take disciplinary actions without hearing the workers' voice."

Too Many Injuries

Sika is a global company whose Lyndhurst facility manufactures specialty chemical products and industrial materials for construction, transportation, marine and automotive markets. The 110 Teamster workers at the plant make products like polyurethane, windshield sealants and flooring adhesives.

Prior to the formation of the S.A.F.E. Committee, accidents were all-too commonplace. Workers were routinely at risk and had virtually no power to establish policies to prevent future incidents.

"I got involved in the committee because we had a lot of injuries – too many injuries – and something had to be done," said Dave Malaniak, who is a shop steward and a member of the S.A.F.E. Committee with 27 years at Sika. "As a union, we got together with management to take action."

Organizing the committee began last year after Sika partnered with an outside company to have a representative train union members on how to run the Sika S.A.F.E. committee. Management met with the Teamsters to discuss having union members run the committee and build a zero-injury culture on the shop floor.

Over the past year, committee members have met twice a month to develop a mission statement, produce informational materials, post safety signs throughout the plant, and identify safety hazards.

"Sika management has taken our members' role in this effort very seriously by supplying our members with the education and tools needed to build an effective and inclusive safety culture at the Lyndhurst plant. Sika has supplied the S.A.F.E. Committee with their own conference room and is allowing committee members time during their work shift to conduct their own meetings," said Local 11 business agent Liz Williamson, who has supported the members throughout the process.

"As Teamsters, our number one priority in any workplace is safety always. This effort between workers and management is already working to bring fairness, improved safety and a bigger voice for our members."

Putting Teamsters In Charge

With the committee in place, workers recently announced that they were ready to appoint subcommittees. A kick-off event was held by the committee and Sika management on October 23. With much of production shut down for the event, Sika workers streamed into the warehouse to hear their S.A.F.E. Committee coworkers lead a presentation on the committee's progress.

In a presentation given by the committee, workers looked at safety statistics showing a decline in incidents over the past year since the S.A.F.E. Committee got to work. Workers attribute these improvements to the heightened communication and awareness brought on by the committee.

In one example, a low-hanging air vent was recently identified by a worker and brought to the committee's attention. Within a few hours the committee worked with maintenance to have the safety risk resolved by raising the vent closer to the ceiling. In another instance, the committee was informed of blocked electrical panels, which are now well-marked thanks to committee members who painted the areas around the panels.

One exception to the decreased rate of incidents at Sika was the higher number of falls from stairways this year. Teamsters on the S.A.F.E. Committee took swift action on this issue by marking all handrails with labels to remind coworkers to hold on when using the stairs.

"These might seem like small changes, but they will make a big difference for our safety. I am confident that we can bring Sika to zero incidents," said Tom Post, a worker on the committee.

At the October kick-off event, S.A.F.E. Committee members convinced more Local 11 members to sign up for subcommittees dealing with fire and emergency procedures, personal protective equipment, environmental safety, ergonomics and process hazards.

Safe Work, Safe Home

Sika marks a major step forward for Local 11 and its broader efforts to improve the working conditions of its members, many of whom work in high-risk manufacturing and warehouse environments.

"We have companies like Nestlé with similar committees set up, but Sika is one of the biggest. Local 11's priority is to establish safety committees for all of our members," said Gillman.

For Teamster members at Sika whose products supply two other nearby companies also represented by Local 11, this larger vision resonates. But they see their safety efforts as both an important union achievement and a personal priority.

"For many of us, this is our home," said Javier Matias, a shop steward and committee member who noted that many Sika workers put in a lot of overtime. "We have to take care of our home and keep it safe for everyone."

This is the thinking that S.A.F.E. Committee Co-Chair Hamid Ordonez hopes will inspire more of his coworkers to get involved. "When I was asked if I wanted to be part of a culture change at Sika, I said absolutely," the 17-year employee said. "We need to continue raising awareness about how we work. At the end of the day, our priorities are security in our lives at home and our lives at work."

PORT STRIKE REDUX

UNFAIR!
PICKETING AIMED ONLY AT XPO & NO OTHER EMPLOYER
★ ON STRIKE ★
TEAMSTERS LOCAL 848
WE ARE ALL EMPLOYEES
JUSTICE FOR PORT DRIVERS
TEAMSTERS

Port Driver and Warehouse Worker Strikes End With New Wage Theft Claims Filed

On Monday, Oct. 26, port truck drivers misclassified as "independent contractors" began their eighth unfair labor practice strike at America's largest port complex, the twin ports of Los Angeles/Long Beach in California.

The striking drivers included misclassified workers at Pacific 9 Transportation (Pac 9), who have been on an indefinite strike since July this year for 15 straight weeks, and those employed by global giant XPO Logistics, which has spent $7.34 billion in the last year expanding their reach in the global supply chain. General President Jim Hoffa also joined the strike.

On Tuesday, Oct. 27, misclassified drivers from Intermodal Bridge Transport (IBT) began their second unfair labor practice strike after delivering a petition for improved working conditions, recognition as employees, and to be represented by the Teamsters.

After five days of picketing that dramatically impacted trucking companies and the marine terminal operators that continued to allow the trucks of struck companies into their yards, misclassified "independent contractor" drivers ended their strike on October 30.

"It is obvious to us that the retailers and the terminals that are supporting low road trucking companies that illegally misclassify their employees as 'independent contractors' by doing business with them have little regard for workers' rights," said Fred Potter, International Vice President and Director of the Port Division. "We call on the Ports of Los Angeles and Long Beach, America's retailers and the terminal operators to stop doing business with law-breaking companies."

"The Teamsters are committed to stopping the misclassification of workers, and will continue to support the port truck drivers on the front lines of ending wage theft," said Hoffa.

> **"THE TEAMSTERS ARE COMMITTED TO STOPPING THE MISCLASSIFICATION OF WORKERS, AND WILL CONTINUE TO SUPPORT THE PORT TRUCK DRIVERS ON THE FRONT LINES OF ENDING WAGE THEFT."**
>
> **–JIM HOFFA, TEAMSTERS GENERAL PRESIDENT**

Wage and Hour Claims

In late October, 14 new drivers filed "wage and hour" claims valued at $3.5 million with the California Division of Labor Standards Enforcement (DLSE), including one driver at RPM Transportation who presented evidence of $450,000 in wage theft over a three-year period. There are an additional 19 DLSE claims in the process of being completed and filed. Prior to this new development, the DLSE was reporting:

- 705 wage and hour claims filed with DLSE;
- 155 orders, decisions, or awards (ODA) in such claims. Of these, all unappealed claims readily available (113 of the 155 ODAs) were deemed misclassified by the DLSE, which ordered a combined total of $12 million in back wages and penalties;
- Average award per driver: $110,000; and
- Estimated potential liability: More than $60 million for the 550 pending claims.

Further, there are at least 21 pending class action lawsuits covering 3,000 current and former misclassified port truck drivers, and both the U.S. Department of Labor and the California Attorney General have filed misclassification lawsuits against major California port trucking companies. The National Employment Law Project (NELP) estimates the total annual industry liability for misclassification of port truck drivers in California alone is nearly $1 billion per year.

The strikes ended with a victory at Los Angeles City Hall, where the City Council unanimously adopted a resolution that calls on all companies who conduct business at the San Pedro ports complex to "comply with federal and state employment and labor laws and provide them with the same wage and benefits protections afforded to all employees in our city," and encouraged "all vested parties to resolve any labor issues proactively to avoid any work stoppages at the Port of Los Angeles."

WE ARE
ALL
EMPLOYEES

Additionally, a delegation of striking drivers delivered more than 27,000 petitions to L.A. Mayor Eric Garcetti's office and Long Beach Mayor Eric Garcia's office.

Misclassification's Costs

The cries of millions of American workers who are misclassified as "independent contractors" are reaching a fevered pitch. Spanning employees in the janitorial, e-commerce, entertainment, home care, construction and port truck driving industries, among others, these workers are not only robbed of basic workplace protections like the right to minimum wage, overtime pay, and a safe and healthful workplace, but they are also being cheated out of such rudimentary workplace benefits as unemployment compensation when they are laid off; workers' compensation when they are injured on the job; and the right to form a union and have a voice on the job – a voice that allows workers to gain respect, dignity, and the ability to bargain collectively for better wages and working conditions.

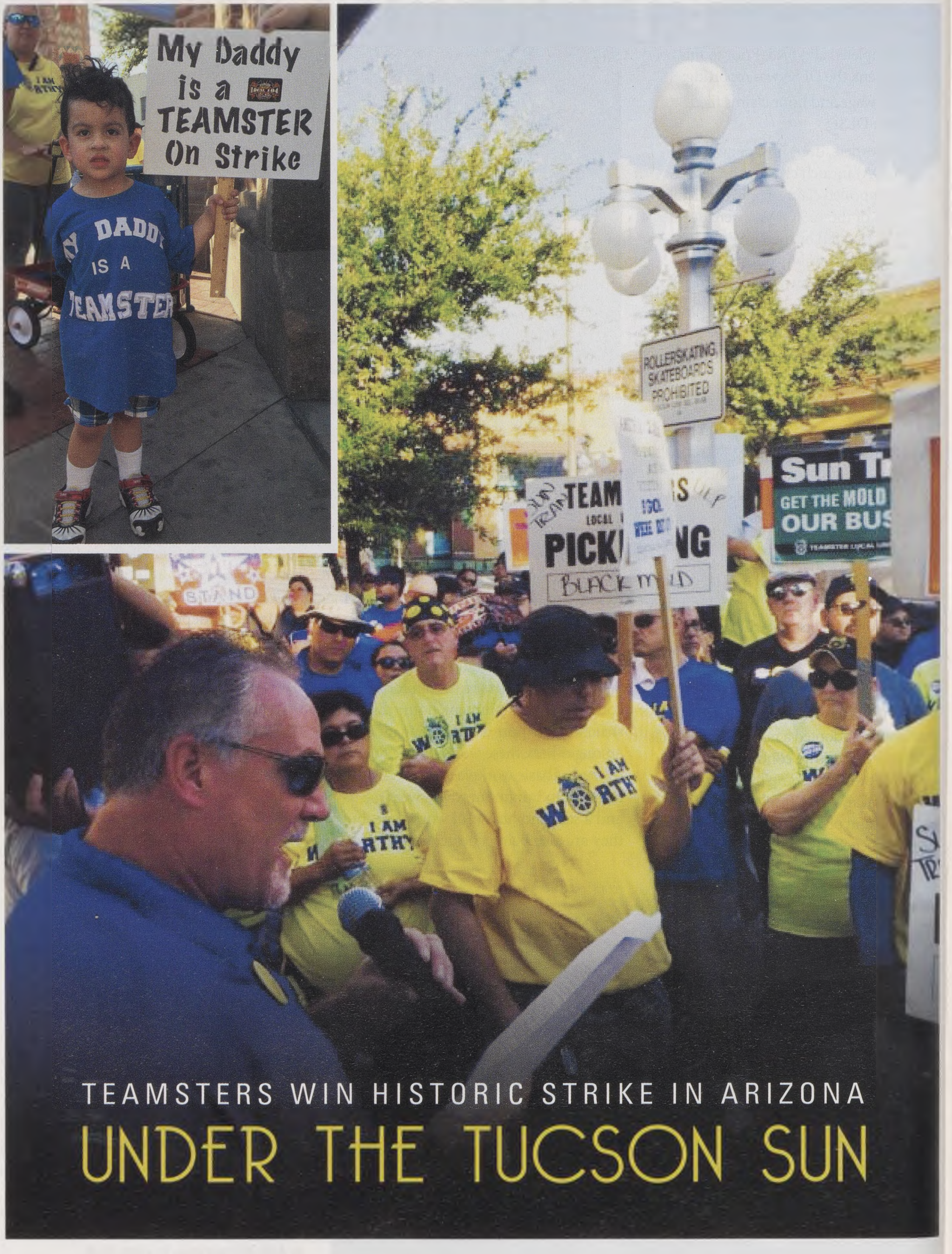
Misclassification robs workers of these rights. As "independent contractors," workers do not have the ability to engage in group activity to protest and resolve workplace issues. Further, misclassification deprives workers of protections afforded employees under the National Labor Relations Act (NLRA).

Port drivers are on the front line challenging this unfair labor practice by filing charges with the National Labor Relations Board alleging that misclassification itself violates the NLRA (as does retaliation for filing wage and hour claims).

Employees illegally misclassified as independent contractors are also victims of pervasive wage theft that robs workers of billions of dollars a year. Misclassifying drivers enables trucking companies to shift their business expenses onto the backs of low wage workers who are controlled by the trucking company that employs them. Predatory truck lease schemes bind drivers to their employer. Companies deduct the cost of diesel fuel, insurance, maintenance, parking, even the cost of printing paychecks, leaving drivers with very little or even negative paychecks.

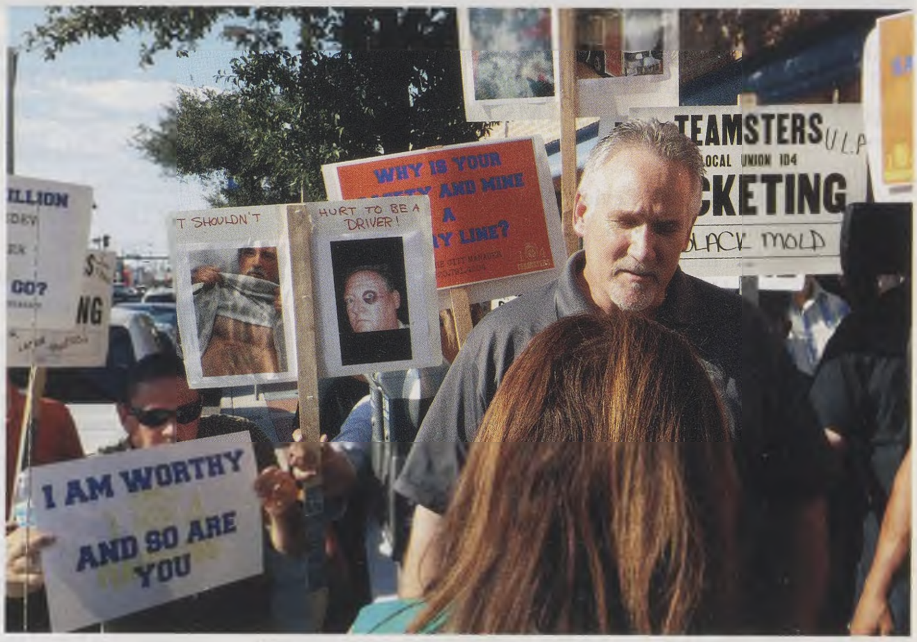
Studies have shown that the average port truck driver is subject to $4,000 per month, or $48,000 per year, in wage theft.

NO TRUCK STOPPING ANY TIME
Wage Theft STOPS HERE
Wage Theft STOPS HERE
Misclassification STOPS HERE


My Daddy is a TEAMSTER On Strike
DADDY IS A TEAMSTER
I AM WORTHY
ROLLERSKATING, SKATEBOARDS PROHIBITED
TEAM
LOCAL
PICK NG
BLACK MOLD
Sun T
GET THE MOLD
OUR BUS
TEAMSTER LOCAL
STAND

TEAMSTERS WIN HISTORIC STRIKE IN ARIZONA

UNDER THE TUCSON SUN


I AM WORTHY AND SO ARE YOU
T SHOULDN'T
HURT TO BE A DRIVER!
WHY IS YOUR ... AND MINE A ... Y LINE?
TEAMSTERS U.L.P.
LOCAL UNION 104
CKETING
LACK MOLD

The decision to strike is never a first response to unfair management. For workers whose rights are being violated, it is a last resort that requires careful consideration.

Throughout labor history, there are countless examples of workers who walked off the job only to be threatened, blackballed and assaulted, in some cases even killed, for taking their fight to the picket line.

According to Amy Friauf, the harsh reality of the picket line was not lost on her decision to vote in favor of a recent strike authorization against her employer, Sun Tran, over unfair labor practices. After years of insufficient pay, lacking benefits, moldy buses and a violent wave of physical assaults on drivers from passengers, she and her co-workers felt they had no choice.

"Going on strike is extremely hard on workers and their families. It's emotionally difficult and physically very stressful," said Friauf, a 35-year Sun Tran driver and chief steward for the unit at Local 104 who knew the realities on the picket line from her three previous strike experiences at Sun Tran. "Between the triple-digit temperatures and strong opposition from management, I knew going on strike was going to be a tough fight—it always is. But I also knew the time had come to take a stand."

One Message, One Voice

For Friauf, the 463-person unit's overwhelming vote came down to safety, noting a recent stabbing of a co-worker injured by a passenger—the 22nd reported case of assault at Sun Tran in less than two years.

"We stood behind the drivers fully," said Dan Linhart, a mechanic and chief steward for the maintenance unit. "No one should have to work under the risk of abusive passengers on the job, especially while behind the wheel."

On August 6, Friauf and Local 104 took to the streets, carrying signs and chanting for change. During each of the 42 days on strike, Friauf and her co-workers marched up and down the same concrete stretch of Congress Street outside Sun Tran's downtown headquarters as public support grew.

"We adopted the practice of 'one message, one voice' to stay on message to ensure we would be successful," said Local 104 Secretary-Treasurer Andy Marshall. "We were very careful to make sure everyone was on the same page. We took thorough precautions to make sure no one spoke to the press and no one broke the rules of the picket line by keeping the unit informed."

Public Support

On local news, the workers began receiving constant coverage. More than 66,000 passengers were forced to take limited routes at the hands of scab labor (ultimately costing the company three times more for their labor). Although workers never spoke to the media, their faces littered the airwaves: in daily news clips of workers standing in the scorching heat, marching together.

Eventually the plight of Local 104 members transcended the fight for workers' rights, with Tucson residents showing their support and calling on Sun Tran to take preventative measures for the benefit of the entire community.

"By joining and winning public support, we won the fight," echoed Local 104 Business Agent Kevin (K.T.) Thomas. "People saw our courage and our conviction. They began to understand the big picture."

With the contract expiration date fast approaching and public pressure building, the company realized they were up against more than they had anticipated due to the strong support of the Arizona labor movement. As the strike entered its sixth week, the company agreed to return to the bargaining table, meeting with the negotiating committee for hours on end and late into the evening hours.

Earned Respect

As the agreement was being reached, there were still 463 Teamster members proudly walking the picket line and 30 nonunion employees honoring those same picket lines. (Following the strike, many of the nonunion employees have realized the power of the union and joined their co-workers in Local 104.)

On Sept. 16, the negotiating committee, led by Friauf and Linhart, announced they had reached an agreement that guaranteed fair wages, better benefits and respect, as well as new measures to address health and safety. Sun Tran drivers are now protected behind thick-glass partitions, and moldy buses are being replaced with clean, sanitary replacements.

"The courage, strength, determination and solidarity of the 463 Teamster members working at Sun Tran can only be described as extraordinary, historic and inspirational given Arizona's long history of pro-business, anti-worker, right-to-work legislation," Marshall said.

For Friauf, the strength of her Sun Tran co-workers has ensured respect for years to come.

"It's the best thing I've ever been a part of," she said. "We won the improvements we needed. More importantly, we have finally earned respect from management—you can feel it."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: October 5, 2015

I. INTRODUCTION

The following is Report Number One of the Independent Review Board for 2016 regarding activities conducted pursuant to the Consent Order. In this Report we will provide a status of one New Charge Report and updates on two existing Charge Reports against International Brotherhood of Teamsters Officers and Members, and three IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. NEW CHARGES

A. IBT-GCC Local 1L, NEW YORK, NY

On August 14, 2015, the IRB sent a letter, along with exhibits, to IBT General President Hoffa to bring attention to problems existing at the Local so that corrective measures could be taken. The letter requested a reply by October 15, 2015, as to the actions taken or planned.

On September 3, 2015, IBT's General Counsel, Bradley T. Raymond, by letter, informed the IRB that Mr. Louis Baiecki has been assigned to conduct an audit at the Local. Mr. Raymond also informed the IRB that the IBT General Secretary-Treasurer is developing an audit program under which the GCC Affiliate, in the future, will be subject.

III. PROGRESS OF EXISTING CHARGES

A. FORMER GRAPHICS COMMUNICATIONS LOCAL 51-23M, NEW YORK, NY PRESIDENT AND PRINCIPAL OFFICER JOSEPH GURRIERI

On July 23, 2015, the IRB issued a Charge Report, against Joseph Gurrieri, to IBT General President Hoffa. By his conduct, while an IBT Member, Principal Officer of Local 51-23M and Trustee of the Funds, between December 2008 and January 2012, Gurrieri appears to have engaged in a pattern of bringing reproach upon the IBT, breaching his fiduciary duties and embezzling $45,556 from the Local and its four affiliated benefit funds.

On July 27, 2015 IBT President James P. Hoffa determined to file the charge and schedule a hearing. On September 1, 2015, General President Hoffa issued notice of the scheduled September 30, 2015 hearing.

B. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General President Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over $53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

On March 2, 2015 IBT General President Hoffa determined to continue the Trusteeship. The IBT General Counsel, by letter dated July 9, 2015, updated the IRB on actions taken at the Local to rectify the problems at the Local addressed in the IRB's Trusteeship Report.

The IBT advised that it plans to release the Local from Trusteeship sometime after the Local's Fall Elections.

C. TRUSTEESHIP, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa who placed the Local in Emergency Trusteeship on July 30, 2014. After the September 30, 2014 scheduled Trusteeship Hearing, Mr. Hoffa, on December 10, 2014, determined to continue the Trusteeship.

To date Local 710 remains in Trusteeship.

D. SCOTT O'NEILL, LOCAL 917, FLORAL PARK, NEW YORK

On June 12, 2015, the IRB issued a charge report to the Local 917 Executive Board.

On July 16, 2015, by letter, the Local's Counsel informed the IRB that charges were filed and a Hearing scheduled for August 18, 2015.

On September 2, 2015 Local 917 issued its hearing decision permanently barring O'Neill from Local 917, IBT, its Affiliates, membership, employment and compensation with the exception of those funds that were accrued and fully vested prior to the Decision.

The IRB found Local 917's Executive Board Decision to be not-inadequate and issued a letter to that effect, to the Local 917 Executive Board, on September 22, 2015.

E. TRUSTEESHIP, LOCAL 1150, STRATFORD, CONNECTICUT

On December 11, 2014, the IRB issued a Trusteeship Recommendation to General President Hoffa.

On January 12, 2015 General President Hoffa placed the Local in Trusteeship.

On May 20, 2015, IBT General Counsel Bradley T. Raymond submitted to the IRB the latest Update Report on this Local.

To date this Local remains in Trusteeship.

IV. TOLL-FREE HOTLINE

Since our last report to you, slightly over a month ago, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

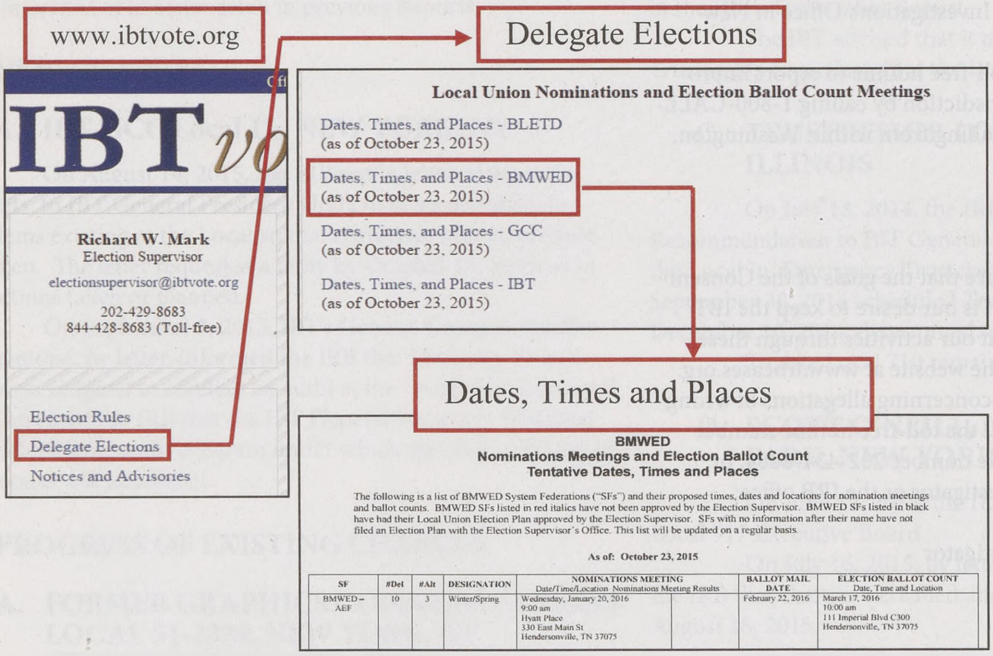
Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 5

DELEGATE ELECTION SEASON – REMINDER ON NOMINATIONS – PARKING LOT ACCESS

Delegate Elections. From January to May in 2016 Local Unions, General Committees of Adjustment, and System Federations will conduct elections for delegate to the 29th International Convention of the IBT. Nearly 1,600 of your Union brothers and sisters will serve as delegates; alternate delegates are also elected for those delegates not able to serve. The Convention – "the supreme governing authority of the International Union" – decides on union policies. The elected delegates also have the special responsibility of nominating candidates for International Union office that the members will vote on by mail ballot in the fall of 2016.

The IBT rank-and-file members nominate and elect the convention delegates and now is the time to participate. The date for the nomination meeting at every local is posted on www.ibtvote.org. You can also read the summary and the detailed election plan for each local at the OES website. Here's the way to navigate to the table that shows the schedule for delegate elections:



Richard W. Mark
Election Supervisor
electionsupervisor@ibtvote.org
202-429-8683
844-428-8683 (Toll-free)

Election Rules
Delegate Elections
Notices and Advisories

Local Union Nominations and Election Ballot Count Meetings

Dates, Times, and Places - BLETD
(as of October 23, 2015)

Dates, Times, and Places - BMWED
(as of October 23, 2015)

Dates, Times, and Places - GCC
(as of October 23, 2015)

Dates, Times, and Places - IBT
(as of October 23, 2015)

BMWED
Nominations Meetings and Election Ballot Count
Tentative Dates, Times and Places

The following is a list of BMWED System Federations ("SFs") and their proposed times, dates and locations for nomination meetings and ballot counts. BMWED SFs listed in red italics have not been approved by the Election Supervisor. BMWED SFs listed in black have had their Local Union Election Plan approved by the Election Supervisor. SFs with no information after their name have not filed an Election Plan with the Election Supervisor's Office. This list will be updated on a regular basis.

As of: October 23, 2015

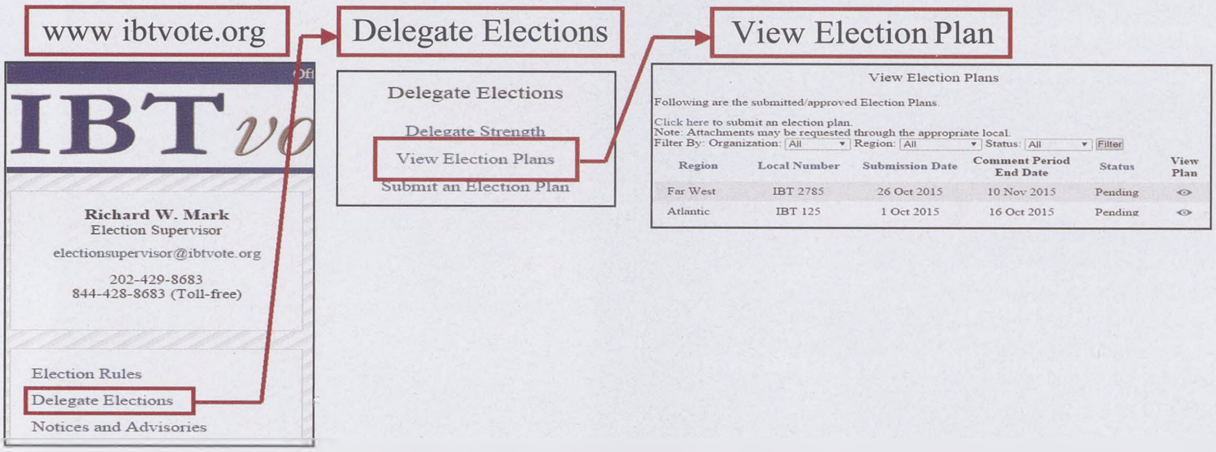
SF	#Del	#Alt	DESIGNATION	NOMINATIONS MEETING Date/Time/Location	Nominations Meeting Results	BALLOT MAIL DATE	ELECTION BALLOT COUNT Date, Time and Location
BMWED – AEF	10	3	Winter/Spring	Wednesday, January 20, 2016 9:00 am Hyatt Place 330 East Main St Hendersonville, TN 37075		February 22, 2016	March 17, 2016 10:00 am 111 Imperial Blvd C300 Hendersonville, TN 37075

There are separate tables for IBT locals, GCC locals, BLET GCA's, and BMWED System Federations. Voice your views at your local body; find out the schedule for nomination and election at other local bodies nationwide.

Results of nomination meetings (contested or white ballot) will be posted to the tables.

What If I Can't Attend A Meeting In Person? You do not have to attend a meeting in person to nominate or second a candidate, or to accept nomination. The *2016 Election Rules* allow IBT members to submit written nominations, seconds, and acceptances for delegate or alternate delegate candidate. Read Article II, § 5(f) for the rules on submitting a written nomination or second, or on a candidate acceptance, and how to deliver them. Generally, written nominations must be submitted not later than 5:00 p.m. on the day before the nomination meeting. A written acceptance must be delivered to the person presiding over the nomination meeting no later than the time of nomination. It is the responsibility of the nominator, seconder, or candidate to be sure that the document is received by the correct person at the local before the set deadline.

Your local body's election plan summary will state key dates for the delegate election: when and where to make dues payments (if necessary) to be in good standing to nominate; when and where to submit written nominations. You can look up the plan summary for any local body at www.ibtvote.org. The plan summary should also be posted on union bulletin boards at your workplace and sent to you by mail. Here's the way to navigate to the plan summary:


www ibtvote.org
IBTvo
Richard W. Mark
Election Supervisor
electionsupervisor@ibtvote.org
202-429-8683
844-428-8683 (Toll-free)
Election Rules
Delegate Elections
Notices and Advisories
Delegate Elections
Delegate Elections
Delegate Strength
View Election Plans
Submit an Election Plan
View Election Plan
Filter By: Organization: All Region: All Status: All Filter

View Election Plans

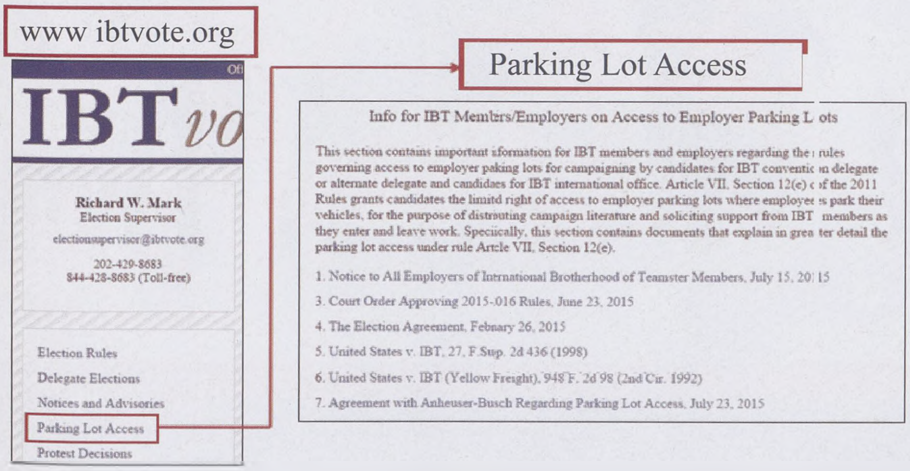
Following are the submitted/approved Election Plans.

Click here to submit an election plan.
Note: Attachments may be requested through the appropriate local.

Region	Local Number	Submission Date	Comment Period End Date	Status	View Plan
Far West	IBT 2785	26 Oct 2015	10 Nov 2015	Pending	👁
Atlantic	IBT 125	1 Oct 2015	16 Oct 2015	Pending	👁

Am I Eligible To Participate? OES determines, under the *2016 Election Rules* and the IBT Constitution, who is eligible to nominate, second, or run as a candidate for convention delegate or International Officer. *2016 Election Rules*, Article VI, § 4. If you have a question about eligibility, submit a written request to OES.

Campaigning In Employer Parking Lots. A special rule of the IBT International Officer Election allows campaigning in employer worksite parking lot used by IBT members. *2016 Election Rules*, Article VII, § 12(e). The OES website has a link to materials on the parking lot access rule:


www ibtvote.org
IBTvo
Richard W. Mark
Election Supervisor
electionsupervisor@ibtvote.org
202-429-8683
844-428-8683 (Toll-free)
Election Rules
Delegate Elections
Notices and Advisories
Parking Lot Access
Protest Decisions
Parking Lot Access

Info for IBT Members/Employers on Access to Employer Parking Lots

This section contains important iformation for IBT members and employers regarding the rules governing access to employer paking lots for campaigning by candidates for IBT convention delegate or alternate delegate and candidaes for IBT international office. Article VII, Section 12(e) of the 2011 Rules grants candidates the limitd right of access to employer parking lots where employees park their vehicles, for the purpose of distrbuting campaign literature and soliciting support from IBT members as they enter and leave work. Speciically, this section contains documents that explain in greater detail the parking lot access under rule Artcle VII, Section 12(e).

1. Notice to All Employers of Intrnational Brotherhood of Teamster Members, July 15, 2015
3. Court Order Approving 2015-016 Rules, June 23, 2015
4. The Election Agreement, Febnary 26, 2015
5. United States v. IBT, 27, F.Sup. 2d 436 (1998)
6. United States v. IBT (Yellow Freight), 948 F. 2d 98 (2nd Cir. 1992)
7. Agreement with Anheuser-Busch Regarding Parking Lot Access, July 23, 2015

If an employer denies a member access to a parking lot for campaigning OES can help. There are some limits to the right of access, but, in past elections, OES has usually been able to resolve disputes with employers so that members can campaign.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

Teamsters now have access to a leading brand of tax preparation software, TurboTax. Buying TurboTax through the Teamster page, you'll receive a discount, plus a portion of what you pay goes toward the James R. Hoffa Memorial Scholarship Fund. http://ibt.io/turbotax

TurboTax products feature:

- A step-by-step interview with easy-to-understand questions;
- Forms automatically filled out using your answers; and
- 100-percent accurate calculations guarantee.

Teamsters Benefit: Discount on TurboTax

TurboTax

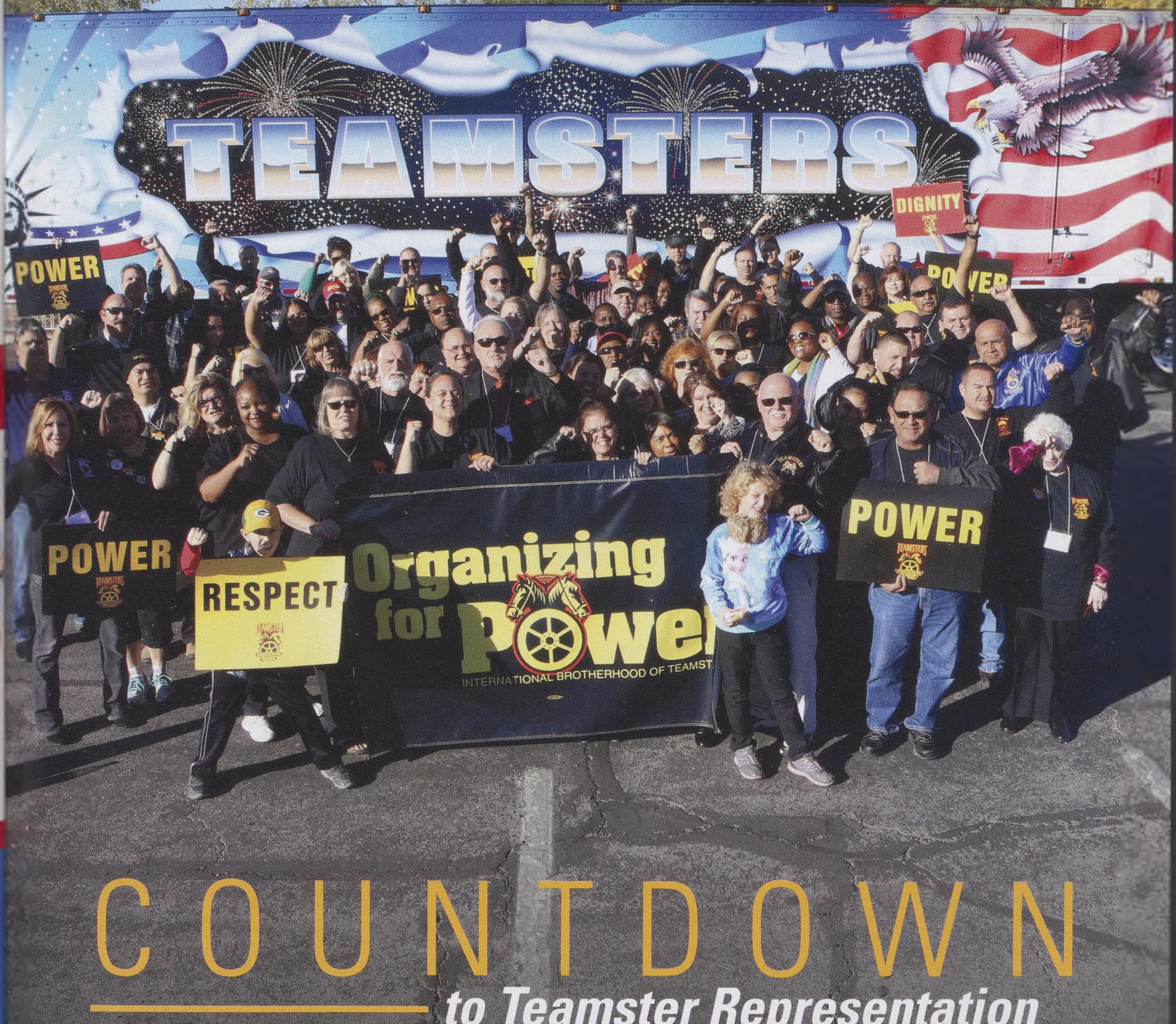
Keep more of your hard-earned money this tax season. You can access the Teamster TurboTax page at http://ibt.io/turbotax

Candidate Campaign Literature Inside: Page 28

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FEBRUARY/MARCH 2016

TEAMSTER

www.teamster.org


TEAMSTERS
DIGNITY
POWER
POWER
POWER
POWER
RESPECT
Organizing for Power
INTERNATIONAL BROTHERHOOD OF TEAMST

COUNTDOWN

to Teamster Representation

NEARLY 12,000 CLARK COUNTY SCHOOL DISTRICT WORKERS VOTE TO JOIN TEAMSTERS

IN THIS ISSUE

FEATURES

8 **Countdown to Teamster Representation**
More Than 11,000 Clark County School District Workers Vote to Join Teamsters

14 **A Banner Year in Organizing**
More Than 35,000 Workers Become Teamsters in 2015

16 **FedEx Freight Mission Expands**
Scores of Members, Leaders Take Part in National Leafletting Efforts

18 **Strike Success for Coca-Cola Teamsters**
Local 727 Members Strike, Ratify New Contract

22 **Progress in Breaking Political Gridlock**
Transportation Bill Result of Bipartisanship

24 **Safe and Sound**
Teamsters Save the Day at Safeway

8

14

ON STRIKE AGAINST COCA-COLA
18

22

2 **TEAMSTER NEWS**
- Teamster Leaders, Members Join Together to Fight Central States Cuts
- Tragic Event in San Bernardino Tests Teamster Strength
- James R. Hoffa Memorial Scholarshi Fund Supports Education
- UPS Driver and Cancer Patient Thanks His Teamster Health Care Pla
- In Memoriam: Ralph Taurone, Teamster Leader
- More Wins for Teamsters in Silicon Valley
- Union Wins Jobs Back for Unlawfull Fired Workers
- Air General Workers in Detroit Join Teamsters

20 **ORGANIZING**
- Renzenberger Drivers Join Teamster
- Local 340 Welcomes Red Cross Work
- STA Drivers and Aides Join Local 10
- Local 952 Welcomes Orange Count Workers
- Pepsi Workers Join Local 528

26 **CONVENTION CALL**
28 **ELECTION MATERIAL**
47 **COURT MATERIAL**
49 **ELECTION SUPERVISO REPORT**

TEAMSTER
www.teamster.org

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Teamsters Tell Congress: Protect Pensions

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Opposition is growing against a devastating pension cut proposal put forward by the Central States Pension Fund that would slash benefits by as much as 65 percent. Thousands of Teamsters are letting the federal government know they must reject the plan if they want retirees to be able to survive on their own.

Rank-and-file Teamsters and retirees attended meetings in Columbus, Milwaukee, Greensboro, Peoria and Indianapolis to inform decision makers at the U.S. Department of Treasury that the application put forth by Central States last fall is unacceptable and will financially ruin many retirees who contributed to the plan throughout their careers.

Teamster leadership is also resolute in our opposition, writing Treasury officials last month to tell them the pension proposal will not succeed in saving the fund, only destroy the futures of tens of thousands of retirees in their golden years if it is adopted.

The Teamsters are far from alone in their opposition. Nineteen House members have signed onto two separate letters sent to Special Master Kenneth Feinberg, who is overseeing the process, urging him to reject efforts to slash monthly pension payments.

"Simply put, America's workers are entitled to the pensions they've earned over a lifetime of hard work—and the big corporations that fall into financial trouble or even declare bankruptcy should not be permitted to take those problems and failures out on employee pensions, especially while executives secure golden parachutes," they wrote.

The heart of the problem is Congress' approval of the Multiemployer Pension Reform Act (MPRA) in late 2014. That's what allowed Central States to put forward such a ridiculous pension proposal in the first place that now is being mulled by the Treasury Department. But there is a way to fix it.

Capitol Hill lawmakers should take a close look at the Keep Our Pensions Act sponsored by Sen. Bernie Sanders (I-Vt.) and Rep. Marcy Kaptur (D-Ohio) or the Pension Accountability Act offered by Sen. Rob Portman (R-Ohio) and Reps. David Joyce (R-Ohio) and Tim Ryan (D-Ohio) as a way to solve the crisis facing Central States and other pension plans.

In the end, Congress must start over and do whatever it can through the broad powers and resources of the federal government to protect the pensions of millions of retirees who had nothing to do with the crisis, but whose burden they are now being asked to bear.

James P. Hoffa

PRESIDENT
GREG NOWAK
J.C. 43 - HOME OF
GENERAL PRESIDENT
JAMES P. HOFFA

WORKERS DESERVE BETTER

TEAMSTER LEADERS, MEMBERS JOIN TOGETHER TO FIGHT CENTRAL STATES CUTS

Teamster leaders, members and retirees are continuing the fight against a draconian Central States Pension Fund proposal that would cut retirement benefits as much as 65 percent.

Rank-and-file members from across the country attended meetings held by the U.S. Department of the Treasury and made their voices heard. They told decision makers that the application from Central States would devastate retirees who contributed to the plan.

General President Jim Hoffa and General Secretary-Treasurer Ken Hall also wrote to Treasury officials, telling them the pension proposal will not only not save the fund, it will destroy the futures of many retirees.

"In the final analysis, we do not believe that Central States can save itself through more intensive cuts or higher employer contributions," Hoffa and Hall wrote. "The reality is that Central States will become a 'zombie' plan—its funding ratio will sink to 40 percent and its active worker population will decline by two-thirds. If the federal government is truly concerned with the economic future of Central States' participants, it will find a way to provide direct financial support to the plan and its participants."

The Teamsters are far from alone in their opposition. Nineteen House members have signed onto two separate letters sent to Special Master Kenneth Feinberg urging him to reject efforts to slash monthly pension payments. One of those letters, signed by Rep. Marcy Kaptur (D-Ohio), Rep. Rick Nolan (D-Minn.) and 16 others, says doing so is a matter of fairness.

"Simply put, America's workers are entitled to the pensions they've earned over a lifetime of hard work—and the big corporations that fall into financial trouble or even declare bankruptcy should not be permitted to take those problems and failures out on employee pensions, especially while executives secure golden parachutes," they wrote.

The federal government needs to listen to the feedback it is getting from the Teamsters and elected officials and oppose the Central States' proposal. Workers deserve better!

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Terrorism in San Bernardino Hits Home

Local 1932 Mourns the Loss of Three Members

In the wake of the recent shooting in San Bernardino, Calif., Joint Council 42 created a support fund for the victims and families. Three members of Local 1932 were killed and six were wounded in the shooting. Those killed were San Bernardino County employees: Harry Bowman, 46, administrative unit; Michael Wetzel, 37, supervisory unit; and Aurora Godoy, 26, clerical unit.

Christine Reed, Tracie Thompson, Hilario Venoya, Valerie Weber, Jennifer Stevens, and Kevin Ortiz, all part of the Teamster family, were among the wounded.

"When the list of victims was made available to the public, we were shocked and devastated to learn that our own members had been struck down," said former Local 1932 general manager Deirdre Rodriguez. "While our thoughts and condolences go out to all the victims and their families, we have all personally felt the loss of Michael, Harry and Aurora strike home and we know that they can never be replaced. We can only move forward to help their families as well as the families of the survivors and our community as we all attempt to heal from this senseless loss of life."

Randy Cammack, President of Joint Council 42 in Pomona, affirmed that the Teamsters would rally to support those families in need. "This is a tragic loss for the families of the victims and for our union family. Our Teamster brothers and sisters and their families need our support and we are here to help them."

Within a day of the event, a support fund was created to assist the families of victims. Every contribution that is made is appreciated.

San Bernardino Support Fund

Checks for the support fund can be mailed to:

Teamsters Joint Council 42
981 Corporate Center Drive, Suite 200.
Pomona, California 91768

Please make checks payable to: "JC 42 Charity," with "1932 Victims" written in the memo portion.

Joint Council 42 is the parent body to 22 local unions, including Teamsters Local 1932. Local 1932 in San Bernardino represents more than 11,000 San Bernardino County public employees working at hospitals, in public works, health services departments, correctional facilities and in dozens of other public positions throughout the county.

SCHOLARSHIP FUND EXPANDS AWARDS

Ensuring the Fu... of
Our Country & Our Union
James R. Hoffa Memorial
THE JAMES R. HOFFA
MEMORIAL SCHOLARSHIP FUND

JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND SUPPORTS EDUCATION

For the past 15 years, the James R. Hoffa Memorial Scholarship Fund has assisted the sons and daughters of Teamster members with financial support for their education. Begun in 2001, the fund's creation was inspired by Teamster General President Emeritus James R. Hoffa's belief that every child deserves access to a good education.

More than $5.5 million has been awarded since the fund's beginning due to the generous contributions of Teamster affiliates, labor unions and others.

In 2016, the fund plans to award $1.2 million in funds for academic scholarships, the most it has ever disbursed. The fund's board recognized that higher education costs have grown dramatically over the years, and coupled with the successful fundraising projects that occur each year, the board felt that it was time to expand the number of scholarship awards.

"Awarding scholarships to students in need of financial support is the main reason why we work so hard to raise funds each year," said W.C. Smith, chairman of the fund.

Each year, $10,000 scholarships are awarded to applicants from each region of the union along with $1,000 "bootstrap" awards and $1,000 essay contest awards. Eligible applicants must be the son, daughter or financial dependent of the Teamster member (including the Brotherhood of Locomotive Engineers and Trainmen [BLET], Brotherhood of Maintenance of Way Employes Division [BMWED] and the Graphic Communications Conference [GCC]).

Vocational School Awards

The scholarship fund plans to implement $100,000 in awards for students planning to pursue vocational degrees as part of the overall $1.2 million goal. This addition came about after discussions with local unions and the scholarship committee about how to diversify funding recipients.

"We understand that not every student plans or wants to attend a traditional, four-year college," Smith said. "Dedicating $100,000 to vocational training, whether it's a certificate course for truck driving, home health care or another industry, we want to support these endeavors, too."

A former winner of a $10,000 scholarship, Kim Van Truong, spoke at last year's fundraising event and said, "My parents worked tirelessly to provide for me and my two sisters and worked hard to save up money to put us through college. I was able to use the scholarship to pay for two years of my tuition which alleviated a huge financial burden on my parents."

The application forms for the scholarship are available now on Teamster.org or by calling the scholarship fund office at (202) 624-6800 or by e-mailing scholarship@teamster.org. The deadline for applications is March 31, 2016.

LIFE-SAVING TREATMENT AND $0 OWED

UPS Driver and Cancer Patient Thanks His Teamster Health Care Plan

For Joe Aguirre, there was no better news than hearing that his cancer was completely gone. But learning that his costly treatment was entirely covered by his health insurance was very welcomed news as well.

Aguirre is a UPS package car driver and member of Local 396 in Los Angeles. He has driven the same route for 23 years. When Aguirre was hit with the life-threatening illness, he was grateful to not have the added worry about paying for his extended treatment.

Aguirre used to be covered under the UPS health insurance plan, but after the current contract was ratified, he moved to the new Western Region/Local 177 health insurance plan. Before switching plans, he went to get his physical for his DOD card and the doctors found some irregularities in his tests. He was ultimately diagnosed with a very serious form of bone cancer. Aguirre's bones became so brittle that he ended up with multiple fractures in his vertebrae.

After nearly five months of non-radiation chemotherapy, he thought he could go back to work. But his doctor delivered the bad news that unless he got a stem cell transplant, his future did not look good. His blood was removed. The stem cells were extracted and then reintroduced into his system. He spent two weeks in a bubble at Cedars-Sinai Medical Center because, during the process, his immune system became so weak that he was at risk of illness and infection.

After all of the treatments and six months of hospitalization, Aguirre was given financial paperwork showing that although he received $500,000 in treatments, his balance was $0. His new health insurance plan paid for everything.

"It was incredible. My union benefits got me through this. There was no way that I could have gotten through it without it," Aguirre said. "It was scary going into the financial office of the hospital until they told me it was going to be all paid for."

Even Aguirre's oncologist was amazed at the level of coverage that he had.

It was a long road, but Aguirre is now back at work and his cancer is completely undetectable. He continues to get regular check-ups from his oncologist, but never has to pay more than $10 for a co-pay.

"I was fortunate to receive the care that is beyond reach for millions of people," Aguirre said.

In Memorium

Ralph Taurone, Teamster Leader

The Teamsters Union is saddened to announce the passing of Ralph J. Taurone, a beloved member of the Teamster family, on Monday, Dec. 14, 2015.

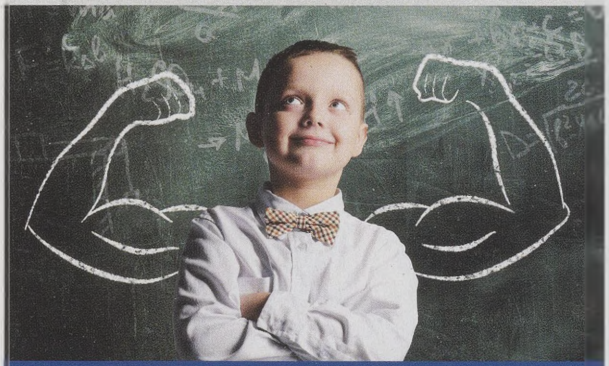
Taurone began his Teamster career in 1964 when he was initiated into Local 282, New York, while employed as a construction driver. In 1965 he moved to Chicago and became a member of Local 710. He transferred to Local 222 in Salt Lake City in 1971 and was elected steward of his local in 1972 to represent CF line drivers. Taurone was appointed business agent for the local in 1974, elected President in 1975, and won the election as Secretary-Treasurer in 1987.

He also served two terms as International Vice President At Large, served as President of Joint Council 3, and was involved in National Master Freight Contract negotiations under three different Teamsters General Presidents.

"Brother Taurone's ability to negotiate the best contracts had no peer. He effectively represented his members and never stopped looking out for them," said Jim Hoffa, Teamsters General President.

After serving the Teamsters Union for 44 years, Taurone retired and, with his wife Terry, traveled often between their homes in Utah and North Carolina.

The POWER of Education



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

2016-2017 ACADEMIC YEAR SCHOLARSHIPS

For high school seniors who are children of Teamster members. Deadline is March 31, 2016.

File Your Application TODAY!

For more information, contact your local Teamsters Union office or visit

More Wins for Teamsters in Silicon Valley

The cover issue of the December 2015/January 2016 Teamster Magazine featured the union's highly successful campaign to organize and win strong contracts for workers in Silicon Valley. Since the last issue of the magazine, there are more wins to report for Teamsters in the tech industry.

Shuttle drivers for seven major Silicon Valley companies recently voted overwhelmingly to approve a first contract that provides for industry-leading wages and benefits. The nearly 200 drivers, who are members of Local 853 in San Leandro, Calif., work for Compass Transportation, contractor to Apple, eBay, PayPal, Yahoo, Evernote, Genentech and Amtrak.

Under the contract, drivers will be paid between $24 and $31.50 an hour, with affordable benefits and a defined contribution pension. They will receive 10 paid holidays, nine days of sick leave and this year they celebrated their first paid Thanksgiving holiday.

Meanwhile, shuttle drivers who transport Facebook employees to and from work recently joined Local 853 and ratified a strong agreement providing for significant wages, benefit improvements and gains mirroring or exceeding the Facebook/Loop Transportation contract already in place. These drivers with WeDriveU, Inc., will supplement the drivers who work for Facebook contractor Loop Transportation and are members of Local 853.

Local 853 was recognized by WeDriveU, and a contract was quickly completed and put into effect. Under the agreement, wages start at a minimum of $24.75, along with fully paid health care for the first year and contributions into a defined contribution pension plan. There are 11 holidays and nine sick leave days, along with split premiums of 10 percent on top of the base wage rate. Additionally, significant language protections were negotiated.

"This is another step in making extraordinary improvements to the working conditions and overall livelihoods of tech shuttle drivers," said Rome Aloise, International Vice President and Secretary-Treasurer of Local 853. "We are moving to bring drivers in the entire shuttle bus industry into the Teamsters Union so that there is a level playing field on costs and so that the richest companies in the world are assured of quality, experienced drivers for the valuable employees they service."

For more information on tech worker organizing with the Teamsters, visit http://teamster.org/tech-drivers-deserve-union.

MCKESSON PHARMACEUTICAL
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Lakeland, FL 33805
74-281/517
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Date: September 19, 2015
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Dollars
NLRB, ADMINISTRATIVE LAW JUDGE DECISION
FIRST BANK OF MCKESSON
BACK PAY FOR UNJUST TERMINATION
John Hammergren, CEO

TEAMSTERS BATTLE CORPORATE GREED

Union Wins Jobs Back for Unlawfully Fired Workers

Glenn Gray, a McKesson distribution center worker in Lakeland, Fla., returned to work in October two years after being unlawfully fired in retaliation for standing up for fairness.

McKesson is the nation's largest wholesale pharmaceutical distributor, raking in $179 billion in revenue last year with a gross profit of $11.4 billion. McKesson CEO John Hammergren is among the highest paid in the world. Hammergren has received more than $500 million in total compensation since becoming CEO—$25 million last year alone.

Gray attended McKesson's shareholder meeting in 2013 and addressed Hammergren directly. "I'm a 10-year McKesson employee and proud to work for this company," he said. "However, the compensation is so low at my distribution center in Lakeland, Fla., that a majority of my co-workers cannot afford health care for the families nor contribute even 1 percent to the company's 401(k) savings plan."

At that same meeting a majority of voting shareholders rejected Hammergren's pay package, leading the company to cut his pension by $45 million.

Within months, Gray was fired.

Teamsters Fight Back

The Teamsters filed charges with the National Labor Relations Board against the company to stop the worker intimidation and harassment. The union also filed charges to reinstate Gray and another co-worker fired for union activity. In November 2014, an administrative law judge ruled that McKesson violated the labor rights of the fired McKesson workers and ordered the company to reinstate them immediately.

"This has been a long and difficult battle at McKesson," said Ken Wood, International Vice President and President of Local 79, which represents the Lakeland workers. "These workers have stood up to a culture of corporate greed and have fought bravely against threats to their livelihood. Most important, they have kept focused on winning a strong Teamster contract."

"The Teamsters have led the charge among shareholders calling for greater accountability from McKesson's board of directors and to end excessive executive pay practices at the company," said Carin Zelenko, the Director of the Teamsters Capital Strategies Department. "Teamster initiatives approved by shareholders have led to pay and governance changes at McKesson over the years but there is much more work to do."

"There is power in the union," Gray said after returning to work. "We have to stay strong and not let McKesson bully or exploit us. There is no reason full-time McKesson employees should qualify for food stamps. It's time for a fair contract."

TEAMSTERS
RESPECT
POWER
DIGNITY
Organizing for Power
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

COUNTDOWN

When it comes to union organizing, what happens in Vegas rarely stays in Vegas. In the right-to-work state of Nevada, the rules have long been against workers seeking a change in representation. However, with the right amount of persistence, patience and flex of collective muscle, workers have the power to prevail.

Such was the case in February 2015, when what happened in Vegas sent shockwaves through the Silver State. After a hard-fought 13-year campaign for representation from Local 14, support workers at the Clark County School District (CCSD) finally overturned Nevada's unfair election rules and, in turn, changed the game for all public sector employees. No longer would they have to overcome undemocratic hurdles.

The final chapter that has since unfolded—eight momentous months of rock-em, sock-em organizing—is finally coming to a close. The workers are finally Teamsters.

It was hard to tell when the work day began and when it ended for school workers. Several hours had passed since the last school bell rang in Clark County, and yet, the school day was still far from over at one of the nation's largest school districts.

It was late Thursday evening, less than 36 hours before the ballot count, and Jay Witecki, a leading member of the organizing committee and longtime member of the skilled trades night crew, invited organizers for one last visit before Saturday's ballot count.

When asked what it takes to keep the nation's fifth largest school district up and running, he does not hesitate: "A small army."

Night Crew

It will not be the first, nor the last, military reference used by Witecki that evening. Like many on the organizing committee, he is a veteran, with more than 20 years under his belt repairing CCSD schools and facilities, and more than a decade of fighting for Teamster representation.

He and his co-workers are part of a shadow army of overnight staffers, clocking in once the teachers and students have left and working into the wee hours making repairs at more than 300 schools and facilities. Tonight, the mission is to paint the interior of an empty elementary school that, according to the crew, has long been overdue for a new coat. It is the type of behind-the-scenes action that defines the role of support staff at CCSD. The men and

CLARK COUNTY SCHOOL DISTRICT
LAS VEGAS
TRANSPORTATION DEPARTMENT

STOP
28528 CLARK COUNTY SCHOOL DISTRICT

to Teamster Representation

NEARLY 12,000 CLARK COUNTY SCHOOL DISTRICT WORKERS VOTE TO JOIN TEAMSTERS

women who operate behind-the-scenes are more than supporting players, as their name may suggest. They are essential.

There's no single blueprint for how to successfully operate a huge school district. But if the challenges have any correlation to size, it's little wonder the Clark County School District is struggling to find a structure that works.

With more than 310,000 students and 40,000 employees, it is not only the state's largest school district, it is also the state's largest employer.

The night crew enjoys the work, but they have been frustrated about the job itself. The hours are by no means ideal. They have also been understaffed, underpaid and up against the clock.

"We need more boots on the ground," Witecki said. "Now we're understaffed because they're over budget."

The support staff have not gotten a raise for more than six years, plus there have been ongoing pay cuts and rising health care costs. For Witecki, however, it is the lack of seniority that irks him most.

"I used to belong to Local 631, so I know what having a Teamster contract will mean for support staff," Witecki said.

A Better Tomorrow

In a back corner of Local 14, there is a trio of rooms, wall-papered from floor to ceiling, in a collage of printed Excel spreadsheets—11,238 rows devoted to 11,238 employees of the Clark County School District. It tells of their epic organizing story, checkmarks of past and present support for Teamster representation. The majority have checks in the right columns.

"This tells us how they voted last election," said Local 14 Secretary-Treasurer Larry Griffith, pointing to a middle column. "This is who we have confirmed voted this election, and this tells us who has signed up for membership. We've already received more than 3,000 applications."

Within the labor movement, organizing is the cause within the cause.

"The best organizers are the workers themselves," Griffith said. If anyone would know, it is Griffith. Before becoming a union leader, he was a union organizer. He has many war stories from his time in the field, but never one like this.

"The outcome depends on the will of the workers. At every step of this organizing campaign, it has been the workers emphasizing the needs of the unit and spreading the message. They are the ones

San Bernardino County Now

TEAMSTER STRONG

Public Employees Approve First Contract

Public employees working for one of California's largest counties, San Bernardino, voted to become members of the Teamsters in 2015, establishing Local 1932, and ratified their first contract in November. The local represents employees working at hospitals, in public works and public health services departments, police departments and in dozens of other public positions throughout the county.

The four-year agreement calls for immediate increases to every member's wages, and it includes a schedule of further increases throughout the life of the contract. In total, all members will receive at least a 7-percent raise in wages over the contract's term. Additionally, there are incentives and differential payments offered for various credentials and training that are part of the jobs in the county. Because San Bernardino is so vast, there are many job classifications, including diverse professions such as accountants, motor fleet mechanics, mental health specialists and auditors.

"This agreement has many positive parts to it, chief among them are the increases in wages which employees will see very quickly," said Randy Korgan, chief negotiator for Local 1932. "During the negotiations, which were challenging, we kept long-term goals in mind and we were successful in reaching an agreement that our members endorsed."

When the county employees voted last year to become members of the Teamsters, it was clear that the union had the resources, expertise and clout to negotiate the strongest contracts possible. The union had already been successful representing public employees across the country, including those employed in cities, towns, counties and public universities, such as the University of California system, Penn State and the University of Minnesota.

"With our strong track record, we were confident that we could assist in negotiating a strong first agreement and I am proud to say that this is exactly what occurred," said Michael Filler, Director of the Teamsters Public Services Division.

"I voted yes because this is a good contract," said Peter Lugo, a member working at the Arrowhead Regional Medical Center. "Teamsters are looking out for my future. I'm proud to be a Teamster!"

SAN BERNARDINO COUNTY
DEPARTMENT OF PUBLIC WORKS
TRAFFIC
OPERATIONS
COUNTY OF SAN BERNARDINO
SPEED LIMIT 55
STOP

who will lead the fight for justice." Griffith said. "The union can only guide them to understand and how far they take the fight is up to them."

Organizers could sense it, workers could feel it: the support swelling, the enthusiasm mounting, the committee clicking in lockstep. After 13 frustrating years, two controversial elections, nearly half-a-dozen legal battles and too many concessions to count, their time had finally come. Joint Council 42's semi-truck had been stationed in Las Vegas for months, ready at a moment's notice to rally workers during the campaign.

Nestled high above the valley and covering the entire northwest region, the Wallace Yard looks almost fortress-like; the fleet looks likes a school bus armada high above the valley. Ernie Ixtlahuac is their veteran. He and wife Fran, just one of many husband-and-wife teams employed by CCSD, have long been holding down the fort.

As Ixtlahuac reflects on the significance of the representation vote, he is reminded that it not only marks the beginning of a new chapter, it also marks eight months to the day since their last election, when Local 14 won the election with 71 percent of the vote to join the Teamsters, but not the 50 percent plus 1 of the unit required for certification by the super majority rule that had been invoked.

"That marked the beginning of the end. It was the turning point," said Ixtlahuac. "From then on, the momentum grew."

The week after the election, he and Fran, along with nearly 40 of his fellow support staff workers, took their case to the Nevada Employee-Management Relations Board demanding a fair vote. After voicing the need for a democratic vote, the board agreed: a new, simple majority election would take place in the fall.

"We changed the rules, and in doing so, we changed the game," Ixtlahuac said.

Hungry for Change

The caravan arrived at noon to visit with workers at the aptly-named Central Kitchen, the headquarters of all things cafeteria in Clark County, greeted by a smiling food services worker, Arlete Monzon, a 28-year-old single mother of three and another key player in the organizing effort.

Concessions hit Monzon harder than most. Pay cuts have a face to her—three boys who would have to rely on luck and prayer when it comes to their health and well-being. She had a lot at stake in the election for Teamster representation.

"I'm not the only one. Most of my co-workers are young and Hispanic. We live in these neighborhoods, we also scrape to get by," Monzon said. "We came to America

DIGNITY
TEAMSTERS
POWER
TEAMSTERS

looking for a better life, but then we come here and we are treated even worse."

After Monzon went back inside, truck driver Pat Murphy rolled in to pick up his next food delivery. As the unit's most far-reaching delivery man, the Detroit native has long been a crucial part of the organizing committee's communications strategy. Like Witecki, he has also proven to be a powerful voice when it comes to explaining the benefits of real union representation.

"I come from a union family—third generation UAW," said the former autoworker. "Three generations at each of the big three."

Murphy arrived in Las Vegas nearly six years ago, back when the fight for Teamster representation was a contentious legal battle. "I was a supporter from the start, but I knew it was going to be an uphill battle. They had already voted in 2006, and they were still fighting."

In 2010, the Nevada Supreme Court ruled another election take place, but still a super-majority was required. By the time news of their new election was announced in 2014, the campaign was already out educating voters on what was needed—and why every voted mattered.

Informing a unit of nearly 12,000 is no easy feat, explained Murphy. "There was some initial confusion following the announcement of a third election. I just told them, it's because we changed the rules. Now it's a fair vote, and we're going to win big."

Finally, Teamsters

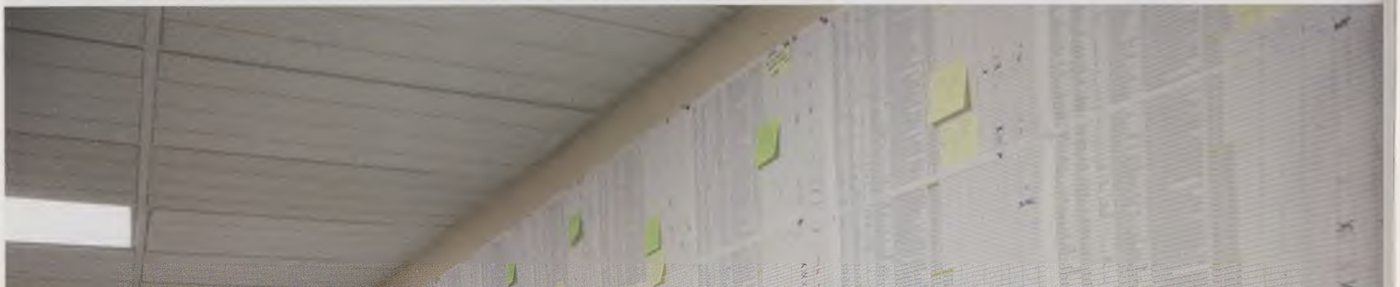
For Carlos Pinto, a long-serving member of the worker-led organizing committee, the campaign slogan—"This is our Year!"—could not have been more apropos.

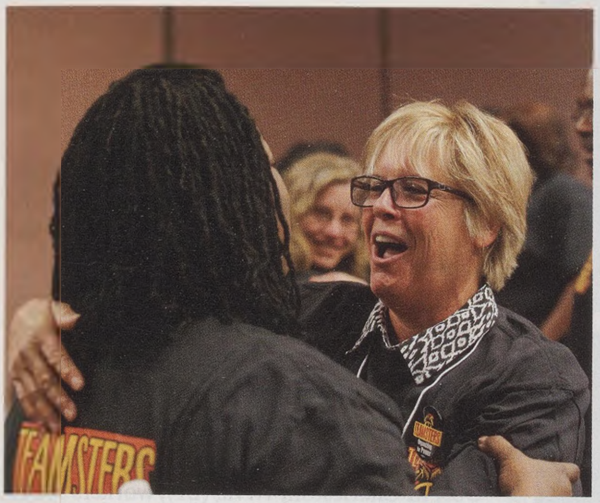
"Finally" has been the buzzword throughout the voting period. As the countdown to voting grew closer, it seemed every worker had sprinkled it into conversation.

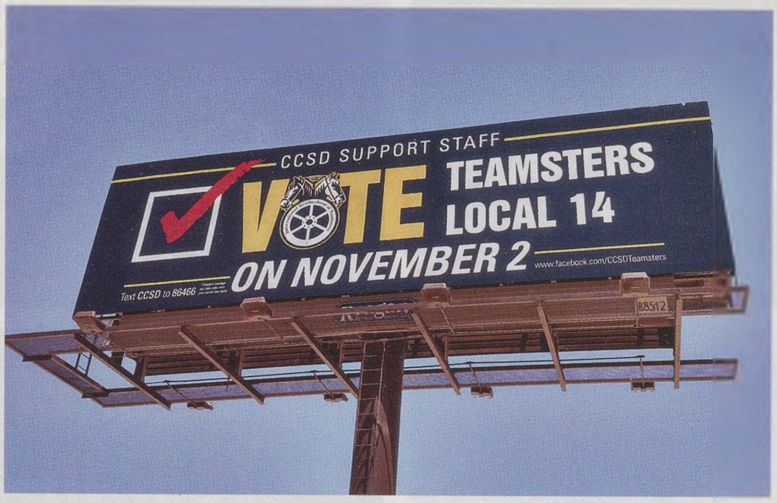
Like many Clark County families, the Pintos spend much of their time devoted to the school district. Their lives revolve around it, and their livelihood depends on it: Carlos has close to two decades under his belt as head custodian; his wife, Lisa, is a teacher for the district; and their children are both students. His in-laws, however, were both Teamsters.

"It allowed them to live a good life, the American dream. They were able to provide for their family, and give my wife a comfortable childhood. They were able to retire comfortably and securely," Carlos Pinto said.

But security has never been a sure thing at CCSD. With pay cuts and rising health costs, both life and work at the school district has been anything but the American dream. Like many longtime supporters, Pinto dispensed his "finally!" with inflection, stretching it out as long as possible, reveling in the glory of finally being able to say it with confidence: "Finally, tomorrow,







I will be able to give my family that same protection. We will be a Teamster family."

Viva Local 14

When the results were announced, the workers gathered in the Cashman Center exploded with emotion as the entire committee raced out of the vote count and jumped and hollered and cried with delight.

Workers embraced for hugs and high fives. Murphy and Carlos Pinto's faces were glued with wide smiles; the trio of bus drivers cried, so did Monez, whose mascara was once again running down her cheeks. This time, she said, they are "happy tears."

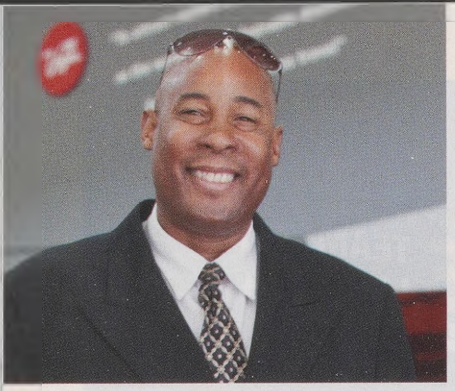
"You did this! What happened here in Vegas, was because of you the workers of CCSD," said Larry Griffith, Secretary-Treasurer of Local 14.

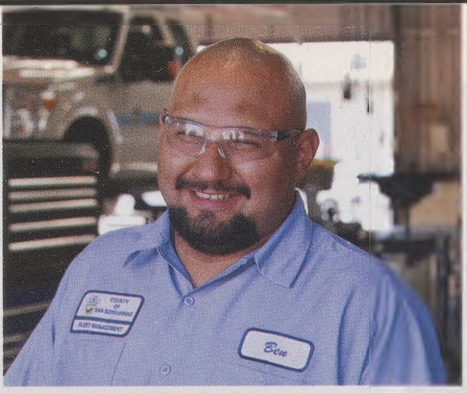
After more than a decade of fighting, Griffith could finally, officially, undeniably, without any hesitation of reprisal, welcome the school workers to the Teamster Union.

"It is with great pride we welcome CCSD support staff to the Teamsters Union. Congratulations, you're FINALLY Teamsters!" exclaimed Griffith as the room reached its loudest yet, and a new sing-song chant drowned out any chance for Griffith to finish his remarks.

A new refrain broke out: "Teamsters! Teamsters, Teamsters!"

As always, they were in unison.



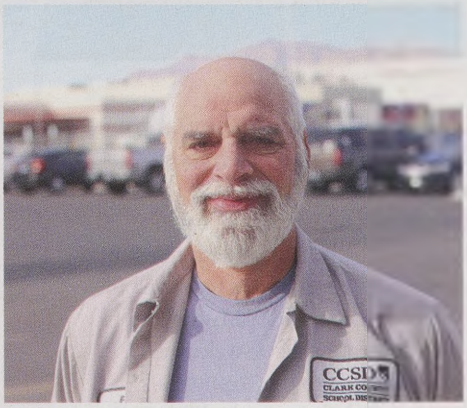


A Banner Year in Organizing

More than 35,000 Workers Become Teamsters in 2015

CleanHarbors

> ***"We, the workers, brought change. It's hard to express how meaningful this victory is for us. We couldn't be prouder."***
>
> – Carlos Pinto,
> CCSD head custodian



More than 35,000 workers across North America took the bold step to become Teamsters in 2015, paving the way for a more secure future for themselves and for their families.

From Clark County School District workers (a unit of 11,700) to San Bernardino County, California employees (13,500), and from Flexjet and Flight Options pilots (670) to one of the many smaller groups, Airgas USA in Charleston, W.Va. (21), workers seeking a better life are forming their union with the Teamsters.

"As economic disparity surges across our nation, these workers took matters into their own hands by mobilizing to form their union with the Teamsters," said Jim Hoffa, Teamsters General President. "There is no better way to level the playing field for workers than by gaining strength by becoming Teamsters. While the elected officials give us empty promises, these workers gave themselves real hope for a brighter future."

"It was a really good year for building Teamster power and assisting over 35,000 workers to become Teamsters," said Jeff Farmer, Director of the Teamsters Organizing Department. "Dozens and dozens of local unions, working on their own or alongside the International Union, mobilized to organize workers. They know that organizing needs to be a priority to grow and strengthen our union for the benefit of all our members."

Variety of Victories

Every organizing campaign was different. Some of the victories involved years of perseverance, like the Clark County victory. The workers voted to form their union in November and December 2015, but the unit had already voted overwhelmingly in favor of Local 14 representation in February 2015 and way back in 2006. However, until this most recent vote, elections required a supermajority (50-percent-plus-1 of all eligible voters). Following the election in February, hundreds of support staff took their case to the state to win a fair election.

"This is what democracy looks like," said Carlos Pinto, a head custodian in Clark County. "We, the workers, brought change. It's hard to express how meaningful this victory is for us. We couldn't be prouder."

Many campaigns relied on member involvement, such as the FedEx Freight and Con-way Freight campaigns, where Teamsters took time out to talk to workers at those two companies while out on their routes or at loading docks. The effort continues, with Teamsters volunteering their time to hand out leaflets near FedEx Freight terminals to show that the union is there to fight for them.

"We work hard to make this company successful, and we want fair wages, better benefits and working conditions, and a pension," said Emiliano Najera, a Con-way driver. "We deserve to be treated with respect and dignity for doing a good job every day."

Worker Movements

Many campaigns involved building worker movements, such as the campaign at Sysco and US Foods, the freight campaigns and the ongoing campaign to organize port truck drivers and end the illegal misclassification that is taking place.

"I am very proud of what we have accomplished," said Hector Flores, a misclassified "independent contractor" at Intermodal Bridge Transport and married father of two. "For too long, we have been treated like the orphans of the port, disrespected by the boss and voiceless at work. Now we have earned the respect of the marine terminal operators and the world. We won't back down until the boss respects us as well."

In March, a group of 50 drivers at FedEx Freight's Stockton, Calif., terminal voted to join Local 439, which followed other victories in 2014.

"The company spent huge amounts of money and time to try to get us to vote no, but we remained focused on changing how FedEx treats us so that we can have a say on the job," said Mel Mendieta, a FedEx Freight driver.

"We know that the only way to win job security, an improved health plan and strong retirement security is to stand together as Teamsters," said Jorge Lopez, a FedEx Freight driver.

The school bus organizing continued to roll in 2015, with hundreds of workers joining the Teamsters, including 64 workers in Tifton, N.H. who joined Local 633.

In the Spotlight

Other campaigns continued to attract national attention, including the victories in the tech industry at Facebook, Google Express, Apple, Yahoo, eBay and other companies, whose workers joined Local 853 in San Leandro, Calif.

"This is a bright ray of hope for us that our lives at work will get better," said Gabriel Cardenas, a shift coordinator at Google Express. "We've seen what the union has done for other workers in tech and we are so happy to have our union now, too."

The workers at the tech companies are winning strong contracts.

"I've been with Loop Transportation for two years and I'm grateful to everyone at Local 853 for this contract," said Sean Hinman, a shuttle bus driver at Loop, which contracts with Facebook. "I'm happy we have a grievance and arbitration procedure. I really like the retirement plan and the lower premium for medical coverage. And we are very happy with the improvements to the split shift, which was a big issue for us."

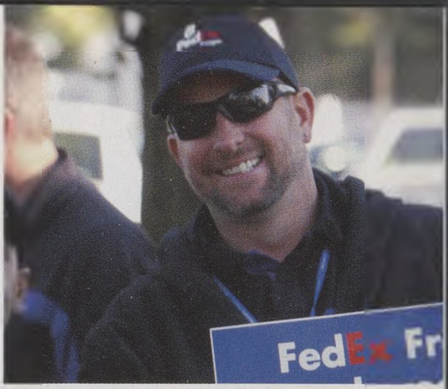
For workers, joining the Teamsters is life-changing. That is the case for Ivo Rodriguez, a San Bernardino County worker whose father was a Teamster for 50 years.

"I am proud of several things: my daughters being born, marrying the woman I love," Rodriguez said. "But what I am most proud of is being a former Marine and protecting the country I love. It feels like that again with this victory. I am part of an organization, the Teamsters, that makes sure the workers of this country are represented well by strong values."

Rodriguez and his co-workers cast ballots in March and April in favor of Teamster representation.

It was a great year for organizing in the waste industry, with hundreds of workers voting to become Teamsters.

"Individually, we as drivers had no voice with management to create positive change in our working conditions," said driver Vincent Smith, a 27-year employee at Waste Management in Redding, California who voted to join Local 137. "With the help of the Teamsters, I look forward to participating in improving our work environment as well as employee satisfaction."



> **"We know that the only way to win job security, an improved health plan and strong retirement security is to stand together as Teamsters."**
>
> – Jorge Lopez,
> FedEx Freight driver

TEAMSTERS
LOCAL 174
SEATTLE WA
FedEx
USDOT 239039

FedEx Freight MISSION EXPANDS

Teamster leaders, members and retirees have successfully completed two rounds of nationwide leafleting outside FedEx Freight terminals, showing drivers and other employees at the company that the Teamsters stand with them in their fight for fairness and against their corporation's greed.

The leafleting is the first time the union has conducted coordinated, nationwide outreach to workers at FedEx Freight, and more events are planned in the future.

"We are letting the FedEx Freight workers know that the Teamsters Union is already fighting for them and is ready to continue fighting for them as our organizing efforts move forward," said Tyson Johnson, Director of the Teamsters National Freight Division.

The Teamsters have won four organizing victories at FedEx Freight and three at Con-way Freight over the past 18 months, involving more than 600 workers. But rather than simply focusing solely on traditional terminal-by-terminal organizing campaigns, the union is now focused on building a national activist network at the companies along with local union and freight member training.

Scores of Members, Leaders Take Part in National Leafleting Efforts

Strong Presence

A big part of this effort is the national leafleting events, which took place at Con-way in October 2015 and at FedEx Freight in November and in December 2015.

Scores of leaders and members participated from coast-to-coast, handing out the fliers to FedEx Freight workers. Some workers took the fliers and talked to Teamsters and some did not, but the Teamsters' presence was strong.

"Our leafleting was a success," said Eric Kime, a UPS driver who is a member and Trustee of Local 764 in Milton, Pa. "Getting a leaflet and interacting with us helps the FedEx Freight workers have a voice against a company that treats them poorly. The leafleting and outreach is also good for the Teamsters because it has the potential to increase our freight membership and our bargaining power."

Kime said the ongoing campaign is important to the entire Teamsters Union.

"If we can organize FedEx Freight, it puts us in a position to organize other freight companies and moves us closer to the long-overdue return to power within the freight industry. We need to regain the strength we once had, which was lost due in large part to deregulation. We are also sending a message to the company that we're serious and in this campaign for the long haul," Kime said.

Barry Russell, Secretary-Treasurer of Local 445 in Rock Tavern, N.Y., said the campaign will help build Teamster power in the freight industry.

"More Teamster power means that more freight workers—including those at FedEx Freight—will eventually have the same benefits as current Teamsters, including affordable health insurance," Russell said. "The FedEx Freight workers have been abused for a long time with the unfair treatment and substandard benefits and working conditions. They need to have a Teamster contract to improve their lives."

Chris Smolinsky, an organizer with Local 25 in Boston, said 25 to 30 members and retirees took part in the leafleting at two locations. "Our presence was important to the FedEx Freight workers to know they are not alone in this fight," he said.

Some FedEx Freight workers refused to take fliers and sped by. "It's not that they don't support us, it's that they are afraid management will retaliate," Smolinsky said.

However, overall the FedEx Freight workers' response has been positive and enthusiastic, with many workers interacting with the Teamsters and asking questions.

Volunteer Effort

Flip Statham, a road driver at USF Holland and 11-year member of Local 402 in Muscle Shoals, Ala., participated in both rounds of leafleting, volunteering his time to reach out to the FedEx Freight workers.

"We need to build strength in the freight industry to help our current freight members and future members," Statham said. "This will help us raise the standards for everyone."

Statham became a Teamster 11 years ago when he worked hauling chicken feed. He approached Local 402, seeking help, and Local 402 stood with Statham and his co-workers.

"Fourteen months after organizing we had our first contract, and the average pay went from $35,000 a year to $46,000 a year," Statham said. "Our health care costs went from $85 a week and rising to a fixed rate of $40 a week that was set for three years. I know what the Teamsters have done for me and I want the FedEx Freight workers to have the same kind of power—Teamster power!"

Joe Gronek, Local 402's Secretary-Treasurer, said he is in the fight for the long haul.

"The only way to level the playing field at FedEx Freight is for the workers to unionize with the Teamsters," he said. "It's important that we keep engaging with the FedEx Freight workers to give them accurate information instead of the spin the company is telling them."

Freight Division Director Johnson said he is pleased with the local union and member participation.

"Now, thousands of Con-way and FedEx Freight workers have seen us out there," Johnson said. "They are beginning to understand that we want to talk to them."

STRIKE SUCCESS

ON STRIKE AGAINST COCA-COLA REFRESHMENTS FOR UNFAIR LABOR PRACTICES
TEAMSTERS LOCAL 727
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
Coca-Cola

LOCAL 727 MEMBERS STRIKE, RATIFY NEW CONTRACT

for Coca-Cola TEAMSTERS

Coca-Cola Teamsters with Local 727 voted by a 17-to-1 margin on January 10 to ratify a new three-year contract with Coca-Cola Refreshments in Niles and Alsip, Ill.

The agreement provides annual wage increases, retroactivity and improved health and welfare benefits for 319 Coca-Cola production and warehouse workers and transport drivers.

"From the very beginning, the hardworking men and women at Coca-Cola Refreshments wanted their voices heard, and by standing together they've achieved a strong contract that respects the work that they do," said John T. Coli, Secretary-Treasurer of Local 727. "The union applauds each and every one of our members for staying unified and showing us all what can be accomplished through fair and responsible collective bargaining."

Local 727 secured the agreement after members nearly unanimously authorized an unfair labor practice strike against Coca-Cola Refreshments and took to the picket line for 27 days late last year.

The union continued to work toward a new contract during the unfair labor practice strike through traditional bargaining and federal mediation. Both sides reached a tentative agreement on Dec. 29.

The new agreement transfers Local 727 members into a new health and welfare plan previously available to Coca-Cola management. The health care improvements translate to significant out-of-pocket cost savings for workers, who will receive annual wage increases and employer-matched 401(k) retirement benefit contributions. Raises in the first year are retroactive to May 1.

Coca-Cola Teamsters voted 170-10 to approve the agreement, which expires April 30, 2018.

Members Strike

Local 727 members initiated the unfair labor practice strike on Dec. 3.

"As employees, we represent Coca-Cola on the frontlines, but how are we supposed to take pride in our work when we feel so disrespected by the company?" said Local 727 member James Drayton.

ON STRIKE AGAINST COCA-COLA REFRESHMENTS FOR UNFAIR LABOR PRACTICES
TEAMSTERS LOCAL 727
DON'T DRINK Scab Cola

"Coca-Cola says it wants the best from workers, but the company won't put forth the best when it comes to treatment of its own employees," added member James Shears, who's worked for Coca-Cola for nearly 50 years.

Local 727's unfair labor practice charges filed with the National Labor Relations Board against Coca-Cola Refreshments include:

- Intimidating employees in the workplace with baseball bats;
- Threatening employees with job loss for engaging with the union;
- Engaging in bad faith bargaining during negotiations;
- Surface bargaining with no intention of reaching a new agreement, including Coca-Cola Refreshments' use of delay tactics and insistence on unreasonable proposals;
- Soliciting contract proposals directly from Coca-Cola Refreshments workers;
- Unilaterally changing the terms and conditions of the current collective bargaining agreement still in effect; and
- Refusing to fulfill multiple information requests from the union.

Member solidarity before and during the strike was key to winning a good contract.

"These hardworking men and women walked the picket line for 27 days fighting for respect and a fair contract from their employer, and they've achieved both," Coli said. "Our members should be extremely proud of themselves for taking a stand to change the culture at Coca-Cola."

> ***"The hardworking men and women at Coca-Cola Refreshments wanted their voices heard, and by standing together they've achieved a strong contract that respects the work that they do."***
>
> –JOHN T. COLI,
> SECRETARY-TREASURER, LOCAL 727

AG
AIR GENERAL

SIGNED, SEALED AND DELIVERED

AIR GENERAL WORKERS IN DETROIT JOIN TEAMSTERS

The Teamsters Airline Division has been on a roll lately, with nationwide victories at Air General, Flexjet and Flight Options.

Whether it's a pet or a package, workers with Air General at Detroit Metropolitan Airport handle it all. The 30 workers who provide cargo, mail handling and warehousing services are the newest members of Local 283 in Wyandotte, Mich., after a vote to join the union.

"We are pleased to welcome Air General workers to the Teamsters and look forward to representing these newest members," said Mike Finnegan, Secretary-Treasurer of Local 283.

"Congratulations to these workers on uniting as Teamsters to make positive changes in their workplace," said Greg Nowak, President of Joint Council 43. "This was a great effort, including assistance to the workers from Local 283 and Joint Council 43 organizer Marian Novak."

According to Novak, this is the first Air General operation among the company's more than 25 locations across the country that is union.

The workers united after experiencing significant cuts in pay. They were seeking more affordable health care, respect and fairness at work.

Kyle Oakley is an Air General cargo account agent who has worked for the company for over a year. He and his co-workers handle cargo, medical shipments, U.S. mail and more.

"Our pay was cut and the health care is unaffordable," Oakley said. "The Teamsters sounded like the right union to call!"

A Good Fit

Donald Marchwinski, a 10-year Air General warehouse agent, who was a Teamster member in a previous job, joined the union seeking fairness in hiring and promotions.

"I've been for the union the whole time," Marchwinski said.

"Since I've been here the past year, I think things could be more consistent and there could be better communication," said Andreel Longs, a mail agent. "I've heard the Teamsters look out for their members, and for safety."

T.J. Dull has worked for Air General as a customer service agent for three years.

"I enjoy working here and the people I work with. When it comes to negotiating with the boss for pay or promotions, having the Teamsters makes it beneficial for me and everyone else," said Dull, a father of four. "I feel the Teamsters will be a good fit for Air General and Air General will be a good fit for the Teamsters."

Flexjet, Flight Options

Pilots at luxury on-demand air travel companies Flexjet and Flight Options voted recently to join the Teamsters Union. Following the vote tallied by the National Mediation Board (NMB), the 670 pilots will join Local 1108 in Richmond Heights, Ohio.

On Sept. 30, 2015, the NMB determined that Flexjet and Flight Options, wholly owned subsidiaries of OneSky Flight, LLC, are operating as a single transportation system for representation purposes under the Railway Labor Act. This ruling paved the way for a Teamster-represented Flight Options group of pilots to vote with a fellow group of Flexjet pilots to be represented as one class.

"It's a great day for these pilots," said Capt. Efrem Vojta, President of Local 1108. "They've faced significant pushback from management during this campaign and we are proud of them for sticking together despite these obstacles."

Prompted by the merger of these two companies into a single subsidiary group, the vote was a referendum on the treatment of the pilots in the workplace. In August, an arbitrator found that Flexjet violated federal law when it terminated three pilots for helping to organize other pilots, a union activity protected by federal law. The pilots returned to their jobs after an arbitrator ruled that they were wrongfully terminated and awarded them damages.

"This election was all about fairness," said Capt. Rick Dubinsky, an organizer for the campaign. "These pilots work incredibly hard and deserve fair rules in the workplace. We are happy they've voted to join us and will continue to fight to ensure they are given respect and have a strong Teamster contract."

"I want to thank everyone at Local 1108 for all of their hard work that led to this successful election," said Capt. David Bourne, Director of the Teamsters Airline Division. "I also want to extend a warm welcome to the Teamster family to this class of workers on behalf of everyone at the Teamsters and in the Airline Division."

LOCAL 745

Renzenberger

On January 7, drivers at Renzenberger, Inc., who transport crew members employed by Union Pacific Railroad, voted to join Local 745 in Dallas.

The road drivers, yard drivers, radius drivers, yard managers and yard coordinators at the company's El Paso facility voted 27-1 to join Local 745. There are 54 workers in the bargaining unit.

"These workers drive vans to transport railroad crews all over and they receive very, very low pay," said Martha Sanchez, an Assistant Business Representative with Local 745. "They are seeking fair wages, a fair seniority system, fair scheduling, better health insurance and retirement benefits that should come with their job responsibilities."

"We look forward to negotiating a contract so that these workers' rights and protections are in a legally binding document," said Brent Taylor, Local 745 Secretary-Treasurer. "For far too long, they have been woefully underpaid."

LOCAL 340

American Red Cross

Workers at the American Red Cross' Portland, Maine donation center have voted to join Local 340.

The blood donation center's 57 employees will now form a bargaining unit that includes collections technicians, collections specialists and mobile unit assistants of various classifications. These employees are responsible for setting up and administering blood drives across the southern half of the state.

By voting in favor of Teamster representation on Dec. 22, bargaining unit employees will fall under a national addendum that covers a coalition of labor unions at American Red Cross (ARC) facilities. The Portland employees now need to ratify the national addendum and negotiate a local agreement with the Forest Avenue ARC facility.

"The workers at the Portland Red Cross are most concerned over health care costs and working conditions. These concerns will be addressed through improvements guaranteed by the National Addendum agreement," said Local 340 Business Agent Ed Marzano. "The bargaining agent election was a landslide victory. Of the eligible voters, over three-quarters voted for the Teamsters. We welcome our new members, and are looking forward to the start of negotiations with the new year."

LOCAL 102

Student Transportation of America

School bus drivers and aides at Student Transportation of America (STA) in Parsippany, N.J., overcame tough opposition from management recently, voting decisively in favor of union representation by Local 102 in Springfield Township, N.J.

The 78 bus workers are calling for improved working conditions, respect on the job and assurances that they will be paid for all hours worked.

"The union has already given us hope. Now it will bring us strength," said Jose Alvarez, a driver with STA in Parsippany. "We are looking forward to negotiating a strong contract that puts an end to wage theft abuse and unfairness from management."

"We are very proud of this group of men and women. The workers stood strong as the company tried to put pressure on them and gave themselves an early Christmas gift," said Kevin O'Connor, Secretary-Treasurer of Local 102.

The Teamsters' Drive Up Standards campaign is a global effort to improve safety, service and work standards in the privatized school bus and transit industry. Since the campaign began in 2006, nearly 40,000 drivers, monitors, aides, attendants and mechanics have become Teamsters. For more information on the Drive Up Standards campaign, go to www.driveupstandards.org.

LOCAL 952

Orange County

A majority of the more than 400 operations and service maintenance workers employed by Orange County, Calif., voted to join Local 952 recently.

The new members of the local, which include custodians, laborers, mechanics, public works maintenance, equipment operators and pest control workers, overwhelmingly chose Teamster representation.

"We look forward to representing these county workers," said Patrick D. Kelly, Secretary-Treasurer of Local 952. "We currently represent over 1,000 Orange County transportation authority employees."

"I wanted to become a Teamster because for the last 8 ½ years the association that represented us never fought to increase our benefits for me and my co-workers," said Andrea Brone, a 19-year employee and equipment operator at the Glassell Yard. "It was time for change and that's why we voted Teamsters. We need a strong union to fight for better wages, working conditions and help improve morale."

LOCAL 528

Pepsi

Drivers, merchandisers and warehouse workers at the Pepsi facility in Macon, Ga., recently voted to become members of Local 528. A majority of the 45-person unit cast ballots in the Teamsters' favor.

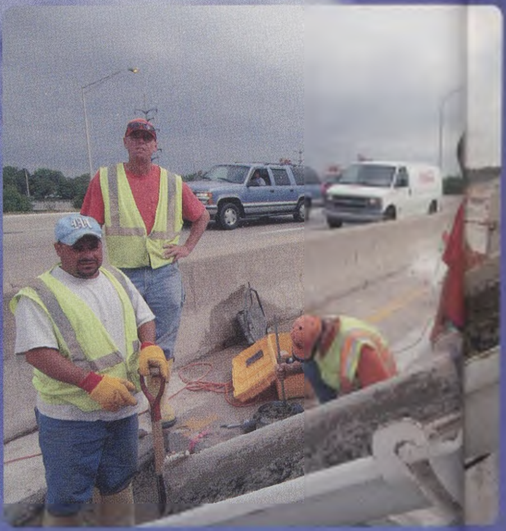
"We are pretty excited that we won," said Erick Barber, a warehouse worker at the Macon facility. "This is my first time being a union member and I encourage anyone considering joining the Teamsters to keep pushing forward."

As members of Local 528 in Jonesboro, Ga., the Pepsi workers join thousands of other workers at Pepsi facilities nationwide that are part of the Teamsters Brewery and Soft Drink Workers Conference.

"These workers wanted a voice on the job," said Maurice Cobb, President of Local 528. "They said they wanted to be treated fairly at work. Our first order of business will be to negotiate a strong first contract at this Pepsi facility so that their rights on the job will be secured."

Local 528 represents thousands of working men and women throughout the state, including members working at other soft drink facilities, such as Dr Pepper and Snapple.

PROGRESS IN BREAKING POLITICAL GRIDLOCK



For more than a decade, Congress' failure to approve a long-term transportation spending bill placed infrastructure improvements on the back burner all across the country. That ended in December, however, when members of the House and Senate united behind a five-year, $305 billion plan to pay for road, rail and mass transit upgrades.

At a time when Capitol Hill is unable to come together on much of anything, a bipartisan collection of lawmakers saw the value in rebuilding America's highway and rail networks after years of short-term fixes that hampered project planning. That is a win not only for commuters, but truckers and businesses as well. The economy will benefit from an improved flow of commerce.

Teamsters General President Jim Hoffa hailed Congress' resolve to put aside its differences on many issues and approve legislation that will improve infrastructure and put people to work in good-paying jobs.

"For years, road and rail infrastructure fell into disrepair because some in Congress couldn't get their act together," Hoffa said. "But this new funding bill shows what can happen when lawmakers work in a bipartisan fashion to find real answers for hardworking Americans. We applaud this breakthrough and look forward to improved transportation in the years to come."

Funding Increase

Elected officials have been hamstrung by the fact they couldn't properly plan for substantial construction because they didn't know what funding would be. This measure helps transportation planners better prioritize since they know how many dollars will be available.

As Rep. Candice Miller (R-Mich.), a member of the House Transportation and Infrastructure Committee, said, the bill provides "the stability and certainty states and local governments need to understand the large-scale, complex transportation projects that improve and restore our nation's crumbling infrastructure."

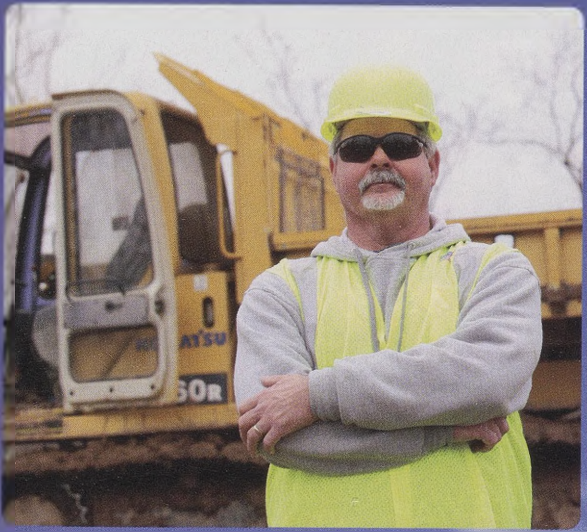
The measure offers a substantial bump in funding from what was included in an earlier House-passed version of the bill. In addition, it protects motorist safety by rejecting Teamster-opposed provisions that would have removed the ability of the states to implement rest and meal breaks for truck drivers. The bill also wisely stuck with the House's earlier decision to reject allowing up to 91,000-pound trucks on interstate highways.

Additionally, the transportation legislation will include a study of school bus fleet safety.

Let's Get America Working

In an effort to spur action, the Teamsters in September introduced its "Let's Get America Working" platform that called on Congress to come together and pass a long-term transportation spending bill, among other things. It noted that working on transportation projects would put thousands to work in construction jobs across the country.

The union stated the needs were significant, as drivers across the country are experiencing longer and longer commutes. The total cost of congestion nationwide was $121 billion in 2011, according to



OVERSIZE LOAD

Transportation Bill Result of Bipartisanship

the Texas Transportation Institute. Meanwhile, 2.9 billion gallons of fuel were wasted in congested traffic, which according to the same study costs the average consumer $818 a year.

This legislation is an important step toward that goal. But it can't end there.

This nation needs to invest in rebuilding its energy and water systems, as well as make sure union members retain their ability to collectively bargain so they can earn a fair wage. Workers need proper training and access to educational opportunities. And pensions and retirement should be secure.

LET'S GET AMERICA WORKING!
UNION STRONG ★ AMERICA STRONGER
LET'S GET AMERICA WORKING
BUILD
MAINTAIN
REPAIR
ISUZU

Since 2008, Congress has transferred more than $62 billion from the general fund to keep the Highway Trust Fund afloat, and it has been years since Congress has passed a highway bill more than two years in duration. Meanwhile, infrastructure continued to fail and the safety of those who are working and traveling along the vast system of U.S. roads and rails was being jeopardized.

Infrastructure Investment

But make no mistake; Congress should be congratulated for this major accomplishment.

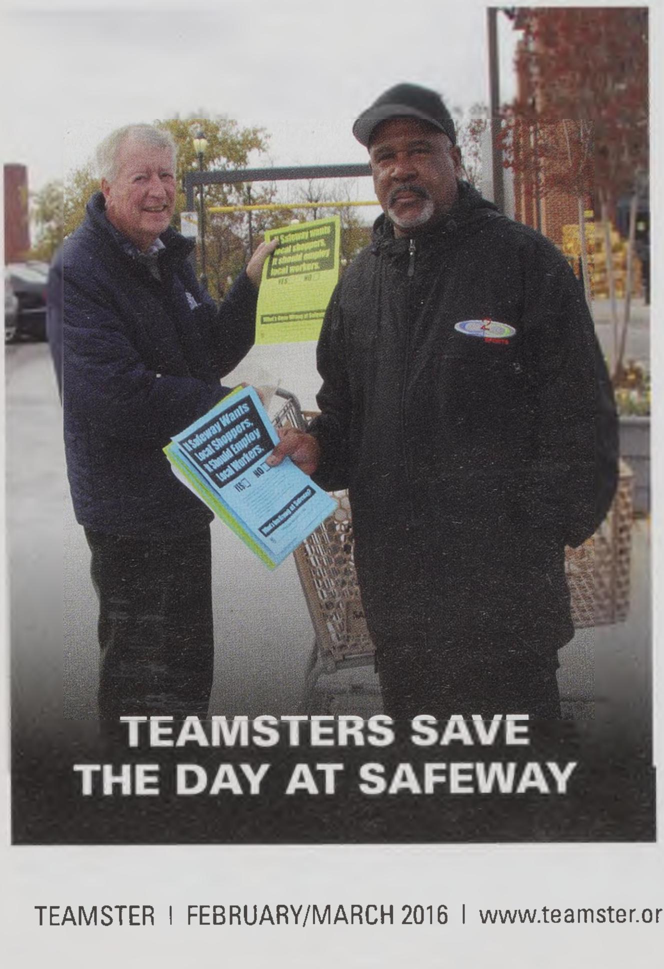
Infrastructure investment provided an opportunity to break the political gridlock in Washington, and elected officials from both parties made the first move toward rebuilding and repairing the trust between government and workers.

Such a move is wise, as the Teamsters stated in their platform. Infrastructure jobs, unlike those in other sectors, can't be outsourced. They improve living standards for all Americans, including the men and women who help to repair and maintain roads, bridges, ports, airports and mass transit systems, along with those who earn a living transporting goods and the vast majority of Americans who use our transportation networks every day.

Congress has decided to reinvest in people that have and can continue to make this country great. Better pay that comes from infrastructure jobs will lead to more spending and improve workers' quality of life. That way everyone wins.

Safe and Sound

SAFEWAY
HURTS
MARYLAND
FAMILIES


Safeway Wants
Local Shoppers.
It Should Employ
Local Workers.

TEAMSTERS SAVE THE DAY AT SAFEWAY

In January, Teamsters Union leaders, elected officials and representatives of Safeway announced an agreement to stop the closure of the Safeway Collington Distribution Center in Prince George's County, Md. The agreement will save more than 700 Teamster warehouse jobs and add an additional 25 jobs at the center.

The agreement also paves the way for possible expansion in the future as Safeway's parent company, Albertsons, continues to grow its footprint on the East Coast.

C&S Wholesale Grocers, Inc., the firm that operates the Safeway distribution center and employs its workers, originally planned to move its warehouse operations to Pennsylvania, which would have displaced more than 700 workers, most of whom live in Prince George's County.

Under the terms of the agreement, Safeway will take over operation of the Collington Distribution Center and current C&S employees—represented by Locals 730 and 639 in Washington, D.C.—will become Safeway employees.

In two separate votes, Teamster members voted overwhelmingly in favor of an agreement that preserves their jobs. Local 730 members voted 205-18 and Local 639 members voted 135-4 to approve the agreement. The new collective bargaining agreement with Safeway guarantees no outsourcing of jobs during the term of the contract, which expires in May 2022.

"We are very pleased to know that, through unity, anything is possible," said Robert Washington, a Local 730 shop steward

SAFEWAY HURTS MARYLAND FAMILIES
SAVE OUR JOBS
SAFEWAY DESTROYS MARYLAND JOBS
SAVE UNION JOBS YES!

who works at Safeway.

In an October letter, General President Jim Hoffa called upon Robert Miller, the CEO of Albertsons Companies, Inc., which recently acquired Safeway, to enact a moratorium on the closures.

Maryland State Senator C. Anthony Muse and former State Delegate Aisha N. Braveboy, Esq., also urged C&S and Safeway to recall the notices sent to employees stating that layoffs would begin the week before Christmas. The layoff notices were delayed until mid-February, allowing time for all parties to work together to find an alternative to the closure.

"This agreement allows skilled employees to continue to work for a company that they loved and sacrificed for, some for more than 30 years," said Ritchie Brooks, President of Local 730. "The key to this is that everyone banded together. Labor, political leaders and the community all came together to show Safeway our solidarity."

October Rally

In October, Teamsters, officials and others rallied outside the Collingwood distribution center. Hundreds of Safeway workers attended the rally in order to show the company how their decision would affect their lives and those of their families.

"Back in 2001 I started working for Safeway, I was told that if I stick around I might have a future here," said Rob Washington, a warehouse worker who spoke at the rally with his son by his side. "Since then I had a child. Now I have to figure out how I'm going to feed that child, how I'm going to insure that child."

"We're gathered here in solidarity against what is an incredible injustice. This is about corporate greed. This is about a company thinking that human beings working hard every day are just some bottom line on some balance sheet. In reality these are people who are working every day to make Safeway a more successful company. If Safeway wants the good will of the people of Maryland, then they've got to be there for Maryland workers," said Rep. Chris Van Hollen.

OUR
SAFEWAY HURTS MARYLAND FAMILIES
TEAMSTERS
SAFEWAY HURTS MARYLAND FAMILIES

Preserving Jobs

"Today, more than ever before, I am proud to represent the men and women of Local 730, and I'm thankful that Sen. Muse and Delegate Braveboy could bring together Safeway's corporate leaders with our unions to save these jobs," said Tyrone Richardson, Secretary-Treasurer of Local 730.

"By putting our heads together, we were able to collectively achieve a solution and preserve these good jobs," said Phil Giles, Vice President of Local 639.

"We want to commend all parties for working together to protect these working families," said Steve Vairma, Director of the Teamsters Warehouse Division.

Local and state officials have pledged nearly $1.5 million in financial incentives to keep the warehouse in the county through the term of the collective bargaining agreement.

OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS, STATE CONFERENCES, BLET GENERAL COMMITTEES OF ADJUSTMENT, BMWED SYSTEM FEDERATIONS AND TEAMSTERS CANADA

In accordance with the provisions of Article III, Section 1 of the International Constitution,[1] you are hereby notified that the 29th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene in the City of Las Vegas, Nevada, on June 27, 2016, at 9:00 a.m. at the Paris Las Vegas, for the purpose of nominating candidates for Regional and At-Large Vice President positions; nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the **Rules for the 2015-2016 IBT International Union Delegate and Officer Election ("2016 Rules"), and the Final Agreement and Order ("Final Agreement") entered in *United States v. International Brotherhood of Teamsters, et al.*, U.S.D.C., SDNY No. 88-Civ.-4486 (LAP) (Feb. 14, 2015).**

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference ("GCC")	All GCC local unions with 125 or more members.
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committee of Adjustment ("GCAs") with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Maintenance of Way Employes Division ("BMWED")	All BMWED System Federation ("SFs") with 100 or more members
BMWED	BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Teamsters Canada Rail Conference ("TCRC")	The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all of the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article III of the **2016 Rules.** The failure of any Local Union to send its full complement of delegates shall not constitute a basis for challenging the credentials or seating of those delegates sent so long as the Local Union has complied with Article II, Section (4)(b)(9) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the **2016 Rules.**

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the **2016 Rules.**

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is nominated and duly elected as a Convention delegate by a Local Union under the **2016 Rules**. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise nominated and duly elected as a Convention delegate by a BMWED System Federation under the **2016 Rules**. Also, in accordance with the BMWED Merger Agreement, any officers of the BMWED National Division who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

[1] All references to the IBT Constitution are to those sections in effect under the Final Agreement.

REQUISITES FOR REPRESENTATION. In accordance with Article III, Section 3 of the International Constitution:

(a). Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly an independent union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of a split-off or merger.

EXPENSES OF DELEGATES. In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies.

Each GCC Local Union having 125 or more members shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the GCC local unions having less than 125 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BLET GCA having 100 or more members shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

All such authorized delegates from a Local Union shall be provided with the same expenses. Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the Election Supervisor's **Advisory on Delegate and Alternate Delegate Expenses** to be issued in March 2016. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take into account any expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have printed thereon the delegate's name and the Local Union number, and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. In order to be seated, each delegate at the time of the Convention must be a member in good standing from a Local Union entitled to representation. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2016 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected under the **2016 Rules**, and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of any alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless of the terms of the Local Union Plan.[2] **2016 Rules,** Article III, Section 3(c). Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article III of the **2016 Rules**.

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the **2016 Rules**, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the **2016 Rules** concerning this Convention.

Fraternally yours,

Ken Hall

Ken Hall
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor

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[2] Guest badges will not be issued to employer/company representatives.

TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

The IBT is holding its International officer election. Delegates are being elected to the 29th International convention from every local in the International, and the delegates will vote by secret ballot to nominate candidates for International office. In the fall of 2016, every member will get to vote, by secret ballot, to decide the contested International officer positions.

What follows is campaign literature from **accredited candidates for International office.**

WHY IS THIS LITERATURE SENT TO ALL MEMBERS? Candidate material is distributed to all members to encourage informed participation in the International officer election, and to promote a fair, honest and open process. You are encouraged to seek out more information about your convention delegate candidates and the International officer candidates.

WHAT IS THE ACCREDITATION PROCESS? A member otherwise eligible to be a candidate could become an "accredited candidate" for a specified International Office by obtaining signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office and submitting the petitions to the Office of the Election Supervisor for validation The signature thresholds were published on June 1, 2015. The list of accredited candidates is posted at www.ibtvote.org.

WHAT DOES "ACCREDITED CANDIDATE" MEAN? Accredited candidates have the right to publish campaign literature in this issue of the *Teamster* magazine and to have the literature accessible from the IBT's website, www.teamster.org. The amount of space given to each candidate is set in the *2016 Election Rules*, and depends on the office the candidate seeks. Members in Canada no longer receive a magazine from the International, and the campaign literature is distributed to those members by newsletter. Accredited candidates for International office have the right to obtain a union membership list and to use it for the International officer campaign.

IS THE CAMPAIGN LITERATURE REVIEWED OR CENSORED? No. The ideas expressed in these materials are solely those of the accredited candidates. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the accredited candidates.

Richard W. Mark
Election Supervisor

Delivering strong contracts, better health care coverage and good pension and retirement benefits for Teamster families!

4103
mmunities
OUR Jobs
TEAMSTERS
EAMSTERS
HOFFA HALL

Meet The Hoffa-Hall 2016 Slate

Jim Hoffa Ad

Strong Leadership Fe

Dear Fellow Teamster:

The greatest satisfaction of leading the International Brotherhood of Teamsters is when individual members come up to us and say, "I am better off because I am a Teamster, thank you!"

Teamsters have done much better than most workers getting through the economic crash of 2008.

Our strong union has provided members with greater job security, stronger contracts, better health care coverage and good pensions.

This is true for both members operating under a national contract and contracts negotiated by your local.

We are not saying it is true for every member, but the vast majority of Teamsters are a hell of a lot better off because we are Teamsters – America's strongest union.

That is a bottom line we are both proud of as General President and General Secretary-Treasurer of the IBT.

Moving forward our highest priorities are:

- Stronger contracts and job security.
- Protecting your retirement income.
- Protecting your health care benefits.

Improve our infrastructure. We are also determined to push the politicians from both parties to fund the infrastructure improvements desperately needed to improve our highways and bridges. A good transportation system is crucial to the

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HOFFA HALL
TEAMSTERS 2016

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d Ken Hall

eamster Families

> *"What has made us so strong over the years has been the support and involvement of you – the members of this great union. Only through Unity and teamwork will we continue to fight and win battles on your behalf."* **– JIM HOFFA AND KEN HALL**

economic well being of our country, and our elected leaders need to step up and provide the funding to fix the nation's roads and bridges.

Next year the 1.4 million Teamster members will be voting for their International Officers. We have put together the Hoffa-Hall 2016 slate with proven fighters from all parts of this Union and all levels of leadership.

Please review the backgrounds of our Slate over the next few pages, and as the election season begins to heat up, remember which team was there for you when the tough battles were being fought.

We ask for your support and pledge to you that we will never stop working on your behalf.

Fraternally,

James P. Hoffa   Ken Hall
Jim Hoffa   Ken Hall

Meet The Hoffa

General President

JIM HOFFA

Candidate for General President

Jim Hoffa understands that in difficult times workers need a strong organization that can and will fight for them.

Hoffa and his team of Vice Presidents have restored the Teamsters Union to its rightful place as the leading voice for working families in North America.

Under his leadership, the Teamsters are stronger financially and politically, and are the most democratic Union in North America. He is a visible and outspoken advocate for Unions and all working people. As a second-generation Teamster, he has spent a lifetime preparing for the challenge of running the Teamsters Union and knows firsthand what Teamsters can accomplish when we are united.

General Secretary-Treasurer

KEN HALL

Candidate for General Secretary-Treasurer

Ken Hall is a second-generation Teamster who has grown up in the Union and has dedicated his life to furthering the goals of the Teamsters Union and its members. He has served in almost every capacity in the Union. Ken started out as a Teamster member of Local 175 in Charleston, West Virginia when he began working in the oil fields in 1976 for Pennzoil. Since then, he has served as a shop steward, business agent, officer of the Joint Council, President of Teamsters Local 175 (a title he still holds), Package Division Director (also a title he still currently holds), International Vice President, trustee on health and welfare and pension plans, and General Secretary-Treasurer. Ken has served as the chief negotiator of the UPS National Master Agreement since 1997 and the chief negotiator of the UPS Freight Agreements.

During his tenure as General Secretary-Treasurer, both the strike fund and general treasury have seen unprecedented growth, allowing the Union to take on the companies and politicians that stand in our way. Ken has also modernized systems at the IBT and streamlined the audit process for the Local Unions. During his next term, Ken will continue to work with various departments, divisions, joint councils and Local Unions in an effort to spend our resources effectively and strategically, while also ensuring the growth of our financial health.

HOFFA HALL
TEAMSTERS 2016

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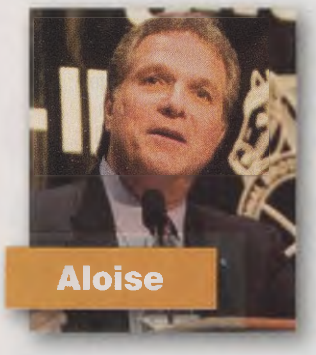
all 2016 Slate

At-Large Vice Presidents



ROME ALOISE, Candidate for Vice President At-Large
Rome Aloise, a second-generation Teamster with four decades of leadership experience, has been relentless in organizing high tech industries; expanding prevailing wage protection for all California ready mix drivers; putting a stop to employers profiting by leaving town just to avoid unionization; standing up for immigrant workers by battling temp agencies; organizing owner/operator construction drivers; negotiating project labor agreements; and providing some of the best contracts in the country for his members. He is innovative, knowledgeable, tough and dedicated; equally comfortable walking into a corporate boardroom or walking a picket line. Rome is currently IBT Vice President At-Large, Director of the Dairy Conference and Food Processing Division, Trustee and Investment Chair on the Western Conference of Teamsters Pension Trust Fund (the largest multi-employer defined benefit plan in the country), Trustee on the Supplemental Income Plan 401(k), Principal Officer of Local 853, and President of Joint Council 7. He is also chief negotiator for the national Costco contract, one of the best retail contracts in the industry.

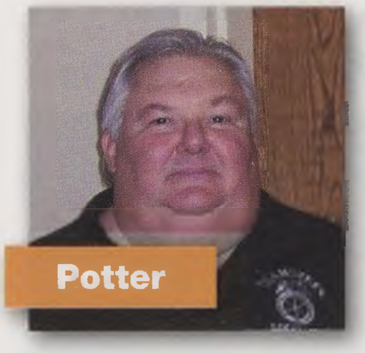
FERLINE BUIE, Candidate for Vice President At-Large
Ferline Buie knows that it takes integrity and hard work to keep the Teamsters Union strong. After 40 years of being a Teamster member, Buie has built a reputation for integrity and hard work. She was shop steward for 22 years at Hertz Rent-A-Car, and her leadership skills have led to her repeated election as President of Local 922 in Washington, D.C. and President of Joint Council 55. She is currently an International Vice President At-Large.

GEORGE MIRANDA, Candidate for Vice President At-Large
For more than forty years, George Miranda has been a fierce advocate for Teamsters across the country. Miranda's leadership has brought Teamster locals together to fight for all our members, united our union in strong coalitions with environmental and social movements, and organized new members into the Teamsters. A Teamster since 1967, Miranda is currently an International Vice President At-Large, Secretary-Treasurer of Local 210 in New York, President of Joint Council 16, President of the Teamsters National Hispanic Caucus, Chairman of the Board of Directors for the Teamsters Airline Division, and Executive Vice President of the NYC Central Labor Council.

JOHN F. MURPHY, Candidate for Vice President At-Large
John Murphy understands that it takes hard work to create a strong Union. A Teamster for more than 40 years, Murphy has risen through the ranks and works at all levels of the Union. He has worked tirelessly on behalf of Teamster members from coast to coast to keep the Union strong and growing. He spearheaded the merger that brought the Brotherhood of Locomotive Engineers and Brotherhood of Maintenance of Way Employees into the Teamsters Union. Murphy is an Eastern Region Vice President, Director of the Teamsters Rail Conference and Secretary-Treasurer of Local 122 in Boston.

TRONG LEADERSHIP FOR TEAMSTER FAMILIES

At-Large Vice Presidents


Potter

FRED POTTER, Candidate for Vice President At-Large
Fred Potter has long known that Teamsters have to be involved outside the Union to build strength. A second-generation Teamster, Potter has led New Jersey Teamsters to victory in every arena, bringing years of experience to his position of Vice President At-Large. From negotiating strong contracts to electing Teamster-friendly politicians, Potter has been the voice that New Jersey Teamsters have followed. Potter is currently Vice President At-Large, Port Division Director and President of Local 469 in Hazlet, New Jersey.

FREDDIE SIMPSON, Candidate for Vice President At-Large
Freddie Simpson's close ties to his members in the Brotherhood of Maintenance of Way Employees Division (BMWED) have paid dividends in their industry-leading contracts. Simpson has provided strong and steady leadership to BMWED since 1974 when he began his career as a track repairman on the Louisville & Nash Railroad. Simpson is currently an International Vice President At-Large and President of the BMWED, and is active in and supportive of the Teamsters Rail Conference.

Simpson

Tedeschi

GEORGE TEDESCHI, Candidate for Vice President At-Large
George Tedeschi understands that the strength of the Teamsters Union is to organize the non-union competition. Tedeschi has been a Union member since 1959 and was elected as President of the Graphic Communications International Union in 2000. Tedeschi was an important player in the merger with the Teamsters Union and has led many organizing campaigns. He is currently an International Vice President At-Large, President of the Graphic Communications Conference of the Teamsters Union and is active in many other areas of the labor movement.

> *"We have put together a slate of experienced and proven, tested leaders from all parts of this Union and all levels of leadership. The Hoffa-Hall 2016 Slate is the most experienced and best team to lead us through these difficult times."* **–JIM HOFFA AND KEN HALL**

HOFFA HALL
TEAMSTERS 2016

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Eastern Region

Hamilton

WILLIAM HAMILTON, Candidate for Vice President, Eastern Region
William Hamilton has been a Teamster for almost 50 years. William is currently an Eastern Region Vice President, Director of the Express Division, President of the Pennsylvania Conference of Teamsters, President of Joint Council #53 and President of Teamsters Local 107 in Philadelphia. He also serves as Trustee and Co-Chairman of the Health, Welfare and Pension Fund of Philadelphia and Vicinity. He is a dedicated Teamster leader who has always fought hard for Teamster jobs, wages and benefits. He knows that the future of the Teamsters depends on strong contracts, protecting benefits and pensions, and aggressive organizing efforts to grow our union and keep it strong.

DAN KANE, SR., Candidate for Vice President, Eastern Region
Dan Kane, Sr. understands that in unity there is strength. He has been a union member since 1962 and Principal Officer of Local 111 for 41 years. He has served at all levels of Teamster elected office and is active in the New York City labor community. He is an Eastern Region Vice President, former Chairman of the Labor Research Association, and a founding member and Secretary-Treasurer of the Irish American Labor Coalition.

Kane

O'Brien

SEAN O'BRIEN, Candidate for Vice President, Eastern Region
Sean M. O'Brien is a fourth-generation Teamster, initiated in 1991 in the Rigging industry. Since 1999, Sean has held nearly all the positions for Teamsters Local 25. In 2006, Sean became the youngest President in Local 25's long history. Teamsters Local 25 represents more than 11,000 members and their families in Greater Boston. In 2011, Sean was elected Eastern Region International Vice President of the International Brotherhood of Teamsters. Sean also serves as President of the New England Joint Council 10 and serves as Assistant Director of the Package Division.

Teamsters
Local 175
STOP THE

Central Region

BRIAN BUHLE, Candidate for Vice President, Central Region
Brian Buhle is proud to be a part of the team of hardworking Teamsters assembled by Jim Hoffa, and knows that they all have the interests of the membership at the heart of every decision they make. Buhle worked his way up through the ranks of Teamsters Local 135, organizing over 125 companies into Local 135 in his career. He helped negotiate the first-ever contract for UPS Freight (formerly Overnite) that led to more than 12,000 new Teamster members nationally. He is currently a Central Region Vice President, Secretary-Treasurer of Indianapolis' Local 135 and Vice President of Indiana's Joint Council 69.

JOHN COLI, Candidate for Vice President, Central Region
John Coli knows that providing resources to Teamster members and leaders makes the Union stronger and more united. Leading Illinois and Northwest Indiana's Teamsters Joint Council 25, Coli has developed innovative programs that are paying dividends for Teamsters across the country. Coli joined Chicago's Local 727 in the early 1970s when he worked as a parking lot attendant. He has served as a steward, business agent and Executive Board member before being elected as Secretary-Treasurer. He is currently a Central Region Vice President, President of Joint Council 25 and Secretary-Treasurer of Local 727.

Strzechowski

BECKY STRZECHOWSKI, Candidate for Vice President, Central Region
Becky Strzechowski has made representing Teamster members a mission for more than 28 years. Wanting to expand her service to her union sisters and brothers, she earned her law degree 16 years ago. Throughout her career, she has served as the Teamsters' first female principal officer in the State of Illinois, first female Business Agent and Vice President of Local 727 and first female officer of Teamsters Joint Council 25. In 2010, she helped establish the Joint Council 25 Women's Committee, and was elected Secretary-Treasurer of Local 700 the following year. In 2014, Strzechowski was elected President of Local 700, further diversifying the union as the first woman to hold the position. She is currently the Director of the Teamsters Women's Conference.

GORDON SWEETON, Candidate for Vice President, Central Region
Gordon Sweeton believes in the importance of strong contracts for Teamster members and their families. Sweeton is a skilled negotiator who has been instrumental in the National Freight Division's ability to protect our members' jobs and benefits in the most difficult of economic conditions. Sweeton is the Assistant Director of the National Freight Division and the former President of Local 823. He has also served on the Negotiating Committee for the NMFA Central Region for the last four contracts, and served on the National Negotiating Committee on the NMFA for the 2008-2013 contract. In addition, Sweeton is currently a Central Region Vice President.

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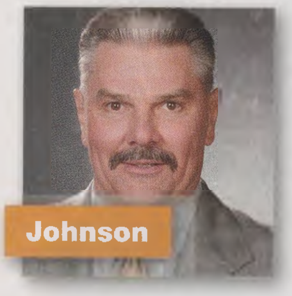
Southern Region



TYSON JOHNSON, Candidate for Vice President, Southern Region
Tyson Johnson knows that we are all in this fight together and that in uncertain times, it is important for the Teamsters to take decisive action to protect our members' jobs and benefits. Johnson has shown that leadership in the ongoing fight to save YRC and the freight industry. During his 48-year Teamster membership, he has served as steward, business agent and an officer of Local 745 in Dallas. His first Teamster job was in 1967 on the dock at Yellow Freight. He became a business agent for Local 745 in 1979. He served as an officer, including Secretary-Treasurer, of Local 745 from 1985 until 2003. Currently, he is devoting all of his energy to his duties as a Southern Region Vice President and as the National Freight Director.

KEN WOOD, Candidate for Vice President, Southern Region
Ken Wood has been honored to serve the Teamsters membership since the day he was elected Steward. He knows it is the members who put him there and it is the members who he will always serve. Wood's priorities have always been representing the members, organizing the unorganized, and building unity amongst the membership. As President of Local 79 in Tampa and President of Joint Council 75, he stresses the benefits of solidarity when it comes to organizing, contract negotiations, grievances and all other union issues. He is currently a Southern Region Vice-President, President of Teamsters Joint Council 75, President of Teamsters Local 79, Assistant Director Package Division and serves as a Trustee on the Southern Region Teamsters Pension Fund, the IBT/UPS 401(k) Fund, the IBT/UPS Full-Time Pension Plan. He is a member of the UPS National Negotiating Committee, and Chairman of the UPS Southern Region Committee.

Western Region

RON HERRERA, Candidate for Vice President, Western Region
Ron Herrera believes in the importance of rank-and-file Teamsters in the Union and the important role they can play in leadership. After working for UPS for 24 years, Herrera was elected to Local Union 396's Executive Board and has turned the Local Union into a political and organizing powerhouse. He is leading the largest waste organizing campaign in the country, focusing not only on organizing but on negotiating strong first contracts. Ron also serves as the UPS Article 43 Chairman, and serves as Executive Director of the National Hispanic Caucus, and as Recording Secretary at Joint Council 42.

RICK MIDDLETON, Candidate for Vice President, Western Region
Rick Middleton is a strong and vocal advocate for rank-and-file Teamsters in the Union. He worked his way up the ranks, starting his Teamster career in 1968 as a Ready Mix driver, joining Local 186 in California. In 1979 he became a business representative for Local 848 in Covina, California, where he remained for 21 years. He served as President for 15 of those years. Middleton is now leading the fight to establish a national contract for Teamster school bus drivers to improve wages and working conditions. He is a Western Region Vice President, International Chairman of the National School Bus and Transit Bus Driver campaign and Secretary-Treasurer of Teamsters Local 572.

STEVE VAIRMA, Candidate for Vice President, Western Region
Steve Vairma is Secretary-Treasurer of Local 455 in Denver, President of Joint Council 3 and Warehouse Division Director for the Teamsters Warehouse Division. He has been a Teamster since 1978.

RONG LEADERSHIP FOR TEAMSTER FAMILIES

Teamsters Canada

FRANCOIS LAPORTE, Candidate for Vice President, President of Teamsters Canada/ Vice President, Canada

Francois Laporte knows what it means to serve the rank-and-file. Francois served as an elected officer on the Executive Boards of Local Unions 931, 1998, and 106. He served workers at a clothing factory he organized, Peerless Clothing, as Business Agent. He served all Canadians by helping bring about changes to the Canadian Labour Code and to truckers' driving and rest hours. And since early 2015, he has been serving as President of Teamsters Canada. Francois and his wife of 32 years, Anne, are the proud parents of three, and grandparents of one.

STAN HENNESSY, Candidate for Vice President, Teamsters Canada

Stan Hennessy believes that now more than ever, the Teamsters Union needs strong, proven leadership. Hennessy first became a Teamster in 1972 as a warehouseman. He held shop steward positions at two different Teamster companies before spending 10 years as a Business Agent with Local 31 in Delta, British Columbia. He is currently a Canadian Vice President, an elected member of the Teamsters Canada Executive Board and President of Teamsters Local 31. He actively represents labor either as a board member or director of several organizations in Western Canada such as the Western Transportation Advisory Council (WESTAC).

CRAIG MCINNES, Candidate for Vice President, Teamsters Canada

Craig McInnes understands the importance of a strong Union built on active participation from the membership and its leadership. He has worked at all levels of the Union, starting as shop steward in 1984 and becoming a Local Union representative in 1998. He currently serves as Canadian Vice President; Vice President of the Teamsters Brewery and Soft Drink Division, Executive Board Officer of Teamsters Canada, President of Local #938 and trustee of Teamsters Canada Pension Plan, along with numerous Trust Funds and Welfare Plans.

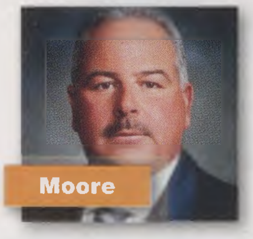
Trustees

GREG FLOYD, Candidate for Trustee

Greg Floyd is President of Local 237 in New York City, Recording Secretary of Teamsters Joint Council 16, Vice President of the New York State AFL-CIO and the New York City Central Labor Council, Secretary of the Municipal Labor Committee and Trustee of the New York City Employees Retirement System. He has been a Teamster for over 20 years.

JIM KABELL, Candidate for Trustee

Jim Kabell is President of the Missouri-Kansas-Nebraska Conference of Teamsters, President of Joint Council 56 and Secretary-Treasurer of Local Union 245. Jim is also a Central Region Warehouse Director and currently an IBT Trustee. He has been a Teamster since 1972.



KEVIN MOORE, Candidate for Trustee

Local 299 President Kevin Moore is a proud third-generation Teamster. He upholds the principles of the Teamsters Union every day as he fights to the protect the jobs, benefits, rights and dignity of rank-and-file members. Kevin has distinguished himself as a reliable and outspoken advocate for working families. He is unafraid to "get in the trenches" and do everything possible to enhance the Union's power and strength. Kevin worked his way up within the Teamsters, from an elected Steward to his current position as President of Local 299–the home local of James R. Hoffa–a post he has held for the last 12 years. In addition, Kevin serves as an IBT International Trustee, Trustee of Michigan Teamsters Joint Council #43, Trustee of the Michigan Conference of Teamsters Welfare Fund, Director of the Teamsters Carhaul Division, Central Region Director for the Express Division (DHL), Trustee of the Inter-Local Pension Fund and is a member of the National Master Freight Negotiating Committee.

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We Need Your Help!

RETURN THIS FORM TO GET YOUR FREE HOFFA-HALL 2016 BUMPER STICKER

☑ ***I want to help re-elect the Hoffa-Hall 2016 team!***

- ☐ I'll hand out flyers at my workplace
- ☐ I'll make phone calls to members
- ☐ I'll visit other worksites
- ☐ I'll recruit more Teamsters for the Hoffa-Hall Campaign

You can also log onto Hoffa2016.com and fill out this form online.

Name ______________________________

Address ______________________________

City ____________ State _____ Zip ________ Local ____________

Personal Phone ____________ ☐ Text – Please send me text messages – data rates may apply

Send me campaign updates to my personal email address: ______________________________

HOFFA HALL TEAMSTERS 2016

MAIL TO:

Hoffa-Hall 2016, P.O. Box 77238, Washington, DC 20013

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ORDER YOUR GEAR TODAY!

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BUMPER STICKER

3 3/4"h x 7 1/2" bumper sticker. Durable, flexible vinyl with "ultra removable" adhesive.

Single - Item HH0002 - $2

20 Pack - Item HH0001 - $15

BUTTON

Hoffa Hall 2016 logo on 2 1/4" round button with safety pin back.

Item HH0201 - $2.00

LAPEL PIN

Hoffa Hall 2016 logo on black pin with gold-tone trim and military clutch back. Approx. 1 1/2" x 3/4"

Item HH0200 - $7

T-SHIRT

Black cotton, short sleeve T with Hoffa Hall 2016 logo on front. M-4X

Item HH1003 - M-XL: $20 2X: $22 3X: $23 4X: $24

SWEATSHIRT

Black cotton, crew neck sweatshirt with Hoffa Hall 2016 logo on front. M-4X

Item HH1002 - M-XL: $35 2X: $37 3X: $39 4X: $40

KNIT CAP

Black knit cap has Hoffa 2016 logo embroidered on cuff.

Item HH0601 - $17

POLO SHIRT

Black polo shirt with 3 button panel and no-curl collar. Hoffa Hall 2016 logo embroidered on left chest. M-4X

Item HH1000 - M-XL: $45 2X: $47 3X: $48 4X: $50

CAMP SHIRT

Black camp shirt with neutral shell-color buttons. Hoffa Hall 2016 logo embroidered above left chest pocket. M-4X

Item HH1001 - M-XL: $50 2X: $52 3X: $54 4X: $55

BALL CAP

Black and red sandwich brim hat. Hoffa Hall logo embroidered on medium height structured front. Adjustable velcro strap.

Item HH0600 - $25

(*) Indicates Required Information

*Name: ____________________

*Address: ____________________

*City: ____________ *State: ______ *Zip: ______

*Phone: ____________________

E Mail: ____________________

*Last 4 of SSN: ____________________

*Select One: ☐ Active Member ☐ Non-Member

*Employer: ____________________

*Union Local #: ____________________

Credit Card: ☐MC ☐Visa ☐Amex

Card #: ____________ Exp: ______

Signature: ____________________

If Paying by Check: Make Check Payable to Hoffa 2016

[illegible] WAYS TO ORDER:

★ **Mail Order Form to:** Hoffa Store c/o Financial Innovations, Inc.
One Weingeroff Blvd., Cranston, RI 02910

★ **Fax Order Form to: 401-467-3570**, Attn: Hoffa Store

★ **Shop Online:** Visit our online store at **www.hoffastore.com**

Item #	Item Name	Size	Qty	Price	Total
				Subtotal	
				RI Residents add 7% Tax	
				Shipping (see chart)	
				Total	

SHIPPING RATES

$1 - $19.99	$4.95
$20 and up	$7.95
International Orders	$20.00

Jim Hoffa Y Ken Hall

Un liderazgo fuerte para las familias de los Teamsters

Queridos Teamsters:

La mayor satisfacción de dirigir al Sindicato Internacional Brotherhood of Teamsters es cuando nuestros miembros nos dicen: "Yo estoy economicamente mejor porque soy un Teamster, gracias!"

Desde la crisis econominca que sufrimos en el 2008 los Teamsters han sobresalido mucho mejor que la mayoría de los trabajadores en America.

Nuestro sindicato fuerte ha proporcionado a nuestros miembros una mayor seguridad en sus empleos, contratos más fuertes, seguros de salud con mejores coberturas y buenas pensiones de retiro.

Esto es cierto tanto para los miembros que operan dentro de un contrato nacional tanto como para los contratos negociados por su sindicato local.

No estamos diciendo que es cierto para todos los miembros, pero la gran mayoría de los Teamsters estan mucho mejor porque somos Teamsters – El sindicato más fuerte de América.

Esto es algo el cual nosotros su Presidente y el Secretario Tesorero General del IBT estamos muy orgullosos.

Moviendonos hacía el futuro nuestras principales prioridades son:

- Contratos más fuertes y seguridad en el empleo.
- Proteger sus ingresos de su retiro.
- Protejer su seguro de salud.

HOFFA HALL TEAMSTERS 2016

Mejorar nuestra infraestructura. También estamos decididos para presionar a los políticos de ambos lados del los partidos para financiar la infraestructura que se necesita urgentemente para mejorar las carreteras y puentes por todos los Estados Unidos. Un buen sistema de transporte es crucial para el bienestar económico de nuestro país, y nuestros líderes electos deben intensificar y proporcionar los fondos para arreglar las carreteras y puentes de nuestra nación.

En el próximo año los 1.4 millones de miembros de los Teamsters votarán por sus oficiales internacionales. Hemos preparado la planilla de Hoffa-Hall 2016 con candidatos de todas partes de nuestra Unión y de todos los niveles de liderazgo y que an comprobado pelear y luchar por los miembros de esta Union.

Gracias por haber leído el historial de nuestra planilla y cuando comienze la temporada de elecciones recuerde cual equipo estuvo allí para usted cuando tuvimos batallas dificiles.

Le pedimos su apoyo y prometemos que nunca vamos a dejar de trabajar por usted.

Fraternalmente,

James P. Hoffa
Jim Hoffa

Ken Hall
Ken Hall

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HALL

Teamster Members to Hoffa—

"We've Had Enough and We're Voting You Out"

Pension Cuts

"I'm losing half my pension because Hoffa ran our pension fund into the ground. It's time to clean house and elect leaders who will fight for our pensions."

Jerry Yarbrough, Local 667, Holland, Memphis

Hoffa Sold Us Out

"Hoffa has destroyed our contract and union standards. The Hoffa name used to mean power. After 17 years of junior, the Hoffa name means sellout. I'm voting Teamsters United."

Dave Twombly, Local 710, ABF, Chicago

In Bed with Management

"Hoffa-Hall are in bed with UPS management. Harassment has never been worse. Our healthcare was cut. We've had enough and we're voting out Hoffa-Hall."

Carlos Silva, Local 572, UPS, Los Angeles

Teamsters United Slate

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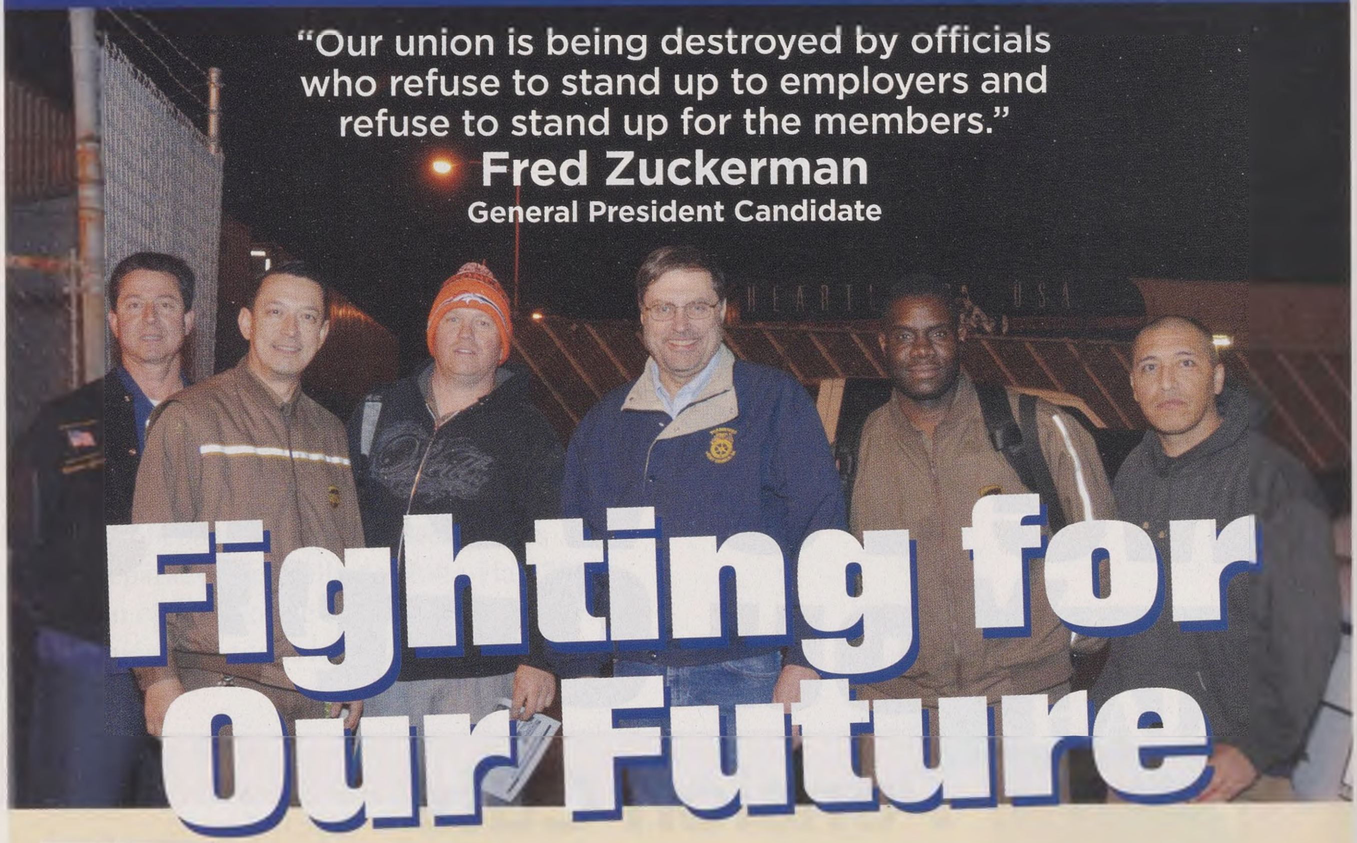
TEAMSTERS UNITED



"Our union is being destroyed by officials who refuse to stand up to employers and refuse to stand up for the members."

Fred Zuckerman

General President Candidate

Fighting for Our Future

Fighting Benefit Cuts

"Fred Zuckerman fights for the members. He united us to reject Hoffa-Hall's contract givebacks and Teamcare healthcare cuts by a 94 percent vote."

Ralphael Harvey, Local 89, UPS, Louisville

Fighting for Our Pensions

"Fred Zuckerman and Teamsters United are fighting Hoffa's pension cuts. They stand with us. Hoffa sold us out."

Rob Stapleton, Local 100, ABF, Cincinnati

Fighting for Strong Contracts

"Hoffa-Hall gave UPS concessions in the national contract. In our local, Tim Sylvester took the company on and won pension increases, more full-time jobs and contract improvements. That's how you stand up to UPS. We're voting Zuckerman-Sylvester and Teamsters United."

Kioma Forero, Local 804, UPS, New York

Fighting Contract Givebacks

"Teamsters United brought us together to reject contract givebacks by 87 percent. We want leaders with backbone negotiating our contracts—not more Hoffa givebacks."

Frank Cunningham, Local 745, Jack Cooper, Dallas

Teamsters United Slate

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TEAMSTERS UNITED

2
Fred
LOCAL 89
Teamsters 89

The Voice of Working Teamsters

Hoffa is trying to silence the voice of working Teamsters and take away your right to vote for top Teamster officers. Don't let it happen.

Every local union will send delegates to the Teamster Convention in June, to nominate candidates and amend our Teamsters Constitution. Some are holding contested elections this month. Elect delegates who will back the Teamsters United program to rebuild Teamster power. Then vote Teamsters United against Hoffa-Hall in the International Union election in October.

- **Teamster Democracy** Hoffa wants to gut fair election rules and keep all opposition candidates off the ballot. We will nominate the Teamsters United slate, protect your Right to Vote, and give you a choice this fall.
- **Right to Vote on Your Contract** Hoffa has imposed contracts that were rejected by the majority of the members. We will never allow a contract to go into effect without being approved by the members.
- **Fight Pension Cuts** Hoffa destroyed the Central States Fund and is imposing pension cuts. We will fight for Teamster pensions by winning strong contracts, organizing new members into our pension funds, and fighting for new pension protection laws.
- **Organize the Nonunion Competition** Under Hoffa, our union has lost hundreds of thousands of members. We will launch nationally coordinated campaigns to organize nonunion competitors that threaten our contracts and future.
- **No More Playing the Sucker for Politicians** Hoffa writes blank checks to politicians who turn around and stab us in the back. We will use Teamster political funds to mobilize members and put the heat on politicians—not write them a blank check.
- **No Dues Increase** Hoffa raised your dues by 25 percent with no vote of the membership. We will never let that happen again.

Teamsters United Slate

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TEAMSTERS UNITED

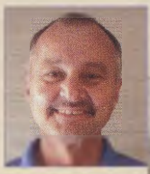
Fred Zuckerman
President of Kentucky Local 89, one of the largest local unions in the Teamsters. Leader in the Vote No movement against Hoffa-Hall's concessionary contracts. Has served at every level of Teamster leadership from shop steward to the International Union.

Tony Jones
President of Local 413 in Columbus, Ohio a freight Teamster and an aggressive advocate for organizing the nonunion competition.

Matt Taibi
Wins strong contracts and organizes the unorganized as the Principal Officer of Local 251, representing 5,500 members in New England.

John Thyer
41-year Teamster and the Principal Officer of Teamsters Local 604 in St. Louis. An aggressive, relentless voice for working Teamsters.

Kim Schultz
A 21-year public employee and attorney. Leader on the organizing drive that brought 15,000 Florida Department of Corrections officers into the Teamsters.



John Palmer
IBT organizer who sees organizing as the lifeblood of the Teamsters Union, and key to protecting our contracts and pensions. Former Freight driver and Business Agent in San Antonio Local 657.

Bill Frisky
Principal Officer of Local 964 in Cleveland. Worked as a member organizer on successful Continental-United organizing campaign.

Tim Sylvester
Won strong contracts and better pensions, including a $400 pension increase with 25 & Out at any age, as President of New York Local 804. Served as shop steward, Local Union President and International Union Organizer.

Willie Ford
A 28-year Teamster and proud member of Charlotte Local 71, who has served our union as a Shop Steward, Convention delegate, and Executive Board member.

Carlos Lizarraga
Proud Rail Teamster, Delegate to the National Rail Conference and elected BLET Division 106 Local Chairman.

Randy Shepler
Local 30 Business Agent in Western, Pa. and the first UPS part-timer to run for International Union office.

Richard Galvan
Business Agent, Assistant UPS Coordinator and Political Coordinator in 10,000-member Local 396 in Southern California until he broke with the old-guard leadership.

Joe Darmento
An airline mechanic at UPS, Joe has been a Teamster for 26 years, a union member for 47 years, and served as local union principal officer for 9 years.

Avral Thompson
Local Union officer and Business Agent in Louisville Local 89. Has represented warehouse, beverage and carhaul Teamsters at local and national levels.

Bob Randall
Joined the Teamsters as a Warehouse worker 38 years ago and quickly became a union activist. Organizer and Union Representative for Connecticut Local 559.

Teamsters United will nominate a full slate of candidates at the Teamster Convention in June.

This is Our Campaign

"I've joined the Teamsters United Campaign because business as usual at the IBT isn't working for the members. Make your voice heard and get involved today."

Liz Donaldson, Local 135
Cassens, Indianapolis

Teamsters United Slate

www.TeamstersUnited.org (718) 693-0400 www.faceboo

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: November 30, 2015

I. INTRODUCTION

The following is Report Number Two of the Independent Review Board for 2016 regarding activities conducted pursuant to the Consent Order. In this Report we will provide the status of two New Trusteeship Recommendations, one New Agreement, one New Charge Report an update on one existing Charge Report against an International Brotherhood of Teamster Officer and a letter of inquiry on one Local that you were informed of in some detail in previous Reports.

II. NEW CHARGES

A. Ohio Conference of Teamsters Trusteeship Recommendation

On September 25, 2015 the IRB issued a Trusteeship Recommendation to IBT General President Hoffa because the IRB's Investigation found that the Conference was not being conducted in accordance with the International Constitution or for the benefit of its members.

The Conference spent, at least, 70% of members' money for the benefit of its officers, employees and other Local officers and in spending funds without required approval under the Bylaws. Without appropriate Board approvals under the guise of some over half-century written agreement its officers spent 16% of revenues under an alleged retainer agreement to pay legal expenses locals' incurred to a select law firm in violation of the Bylaws. In total, over 20% of its revenues annually flowed to this one law firm without required Board approval.

The Conference spent nothing on the education of members or providing statistical information to support the best possible service to the membership in collective bargaining which were claimed objectives for its existence in its Bylaws. It failed to perform its specific obligation in its Bylaws concerning retaining and reviewing collective bargaining agreements. It failed to follow basic financial controls that the Constitution, its Bylaws, IBT policies and federal labor laws imposed on it.

On October 6, 2015, the IBT General Counsel informed the IRB that the IBT intends to place the Ohio Conference in Trusteeship. On October 28, 2015 the IBT imposed a Temporary Emergency Trusteeship over the Conference.

B. Local 25, Boston, Massachusetts, Mark Harrington

A scheduled sworn examination for October 15, 2015, concerning elements in an indictment as well as other matters was postponed at the request of Counsel for Mr. Harrington to October 29, 2015. However, on October 28, 2015, prior to the date for the sworn examination, Harrington's signed Affidavit and Agreement to permanently retire and resign from the teamsters was submitted to the IRB.

On November 17, the IRB approved the Agreement and submitted it to the Court on November 18, 2015 by Application 182.

C. Local 400, Cleveland, Ohio, Trusteeship Recommendation

On November 24, 2015, the Independent Review Board issued a report to the IBT General President recommending that a trusteeship be imposed upon Local 400, Cleveland, Ohio, pursuant to Article VI, Section 5 (a) of the IBT Constitution because Local 400 is not being conducted in accordance with the International Constitution, and it is necessary to correct financial malpractice.

The Local has a principal officer ineligible to hold that office under the IBT Constitution. Both the Forms LM-2's and LM-3 it filed with the Department of Labor and the Trustee Reports it filed with the International Union understate its liabilities. Despite having current obligations owed to a fund that went unpaid, the Local made discretionary donations.

D. Local 731, Burr Ridge, Illinois, Member Lolita Dettmering

A sworn examination was scheduled for November 6, 2015. Mrs. Dettmering refused to appear for her sworn examination. By her actions, it appears that, while an IBT member, Dettmering violated Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) and Section 14(i) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IRB as set forth in Paragraph G of the March 14, 1989 Consent Order in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.).

On November 19, 2015 the IRB issued a Charge Report to the Executive Board of Local 731, recommending that a charge be filed against Lolita Dettmering for failure to cooperate with the IRB.

III. PROGRESS OF EXISTING CHARGES

A. IBT-GCC Local 1L, NEW YORK, NY

On August 14, 2015, the IRB sent a letter, along with exhibits, to IBT General President Hoffa to bring attention to problems existing at the Local so that corrective measures could be taken. The letter requested a reply by October 15, 2015, as to the actions taken or planned..

On September 3, 2015, IBT's General Counsel, Bradley T. Raymond, by letter, informed the IRB that Mr. Louis Baiecki has been assigned to conduct an audit at the Local. Mr. Raymond also informed the IRB that the IBT General Secretary-Treasurer is developing an audit program under which the GCC Affiliate, in the future, will be subject.

B. FORMER GRAPHICS COMMUNICATIONS LOCAL 51-23M, NEW YORK, NY

On July 23, 2015, the IRB issued a Charge Report, against Joseph Gurrieri, to IBT General President Hoffa. By his conduct, while an IBT Member, Principal Officer of Local 51-23M and Trustee of the Funds, between December 2008 and January 2012, Gurrieri appears to have engaged in a pattern of bringing reproach upon the IBT, breaching his fiduciary duties and embezzling $45,556 from the Local and its four affiliated benefit funds.

On July 27, 2015, IBT President James P. Hoffa determined to file the charge and schedule a hearing. On September 1, 2015, General President Hoffa issued notice of the scheduled September 30, 2015 hearing. On September 23, 2015, prior to the scheduled hearing the IBT submitted to the IRB an Agreement, to a permanent bar and restitution of $45,556 to the Local, signed by Gurrieri.

On November 17, 2015 the IRB approved the Agreement and submitted it to the Court by Application 181 on November 18, 2015.

IV. TOLL-FREE HOTLINE

Since our last report to you, slightly over a month ago, the hotline has received approximately 39 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 6

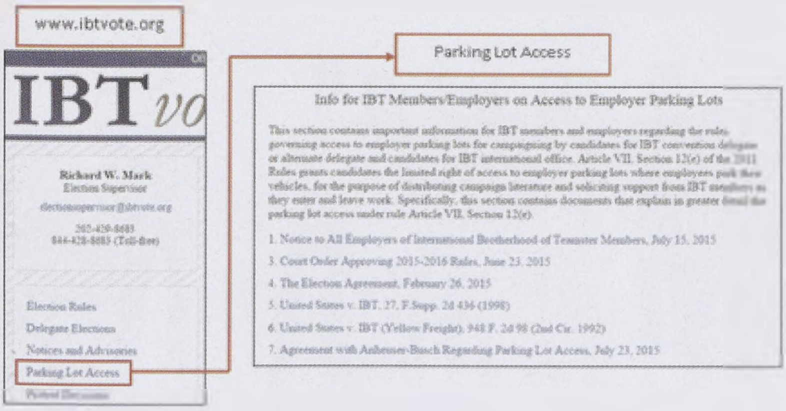
DELEGATE ELECTION SEASON - PARKING LOT ACCESS - PROTESTS

Delegate Elections - Almost all the elections for the nearly 1,600 delegates to the IBT's 29th International Convention take place from January to May in 2016. The nomination period ends on March 7 and, as of the end of February, 450 Local Unions, General Committees of Adjustment, and System Federations should have completed nomination meetings. Updates on the status of delegate elections are regularly posted to www.ibtvote.org. Information you can view at the Election Supervisor's website includes:

- ➔ The delegate election plan for each local union. This includes the dates for nomination meetings and, ***if*** the election is contested, the date of ballot mailing, and the date and location of the ballot count.
- ➔ "Dates, Times and Places" – a complete list of just the nomination meeting dates for all Local Unions, General Committees of Adjustment, and System Federations and ***if*** the election is contested, the date and location of the ballot count. There are separate tables for IBT locals, GCC locals, BLET GCA's, and BMWED system federations.
- ➔ Names of delegates and alternate delegates certified as elected to the convention. The list is organized by Local Union, GCA and System Federation.

An *Advisory* on payment of Convention expenses for delegates and alternates will be published in March 2016.

Campaigning In Employer Parking Lots - Campaigning for the IBT International Officer Election can be conducted in employer worksite parking lots used by IBT members. 2016 *Election Rules*, Article VII, § 12(e). The OES website has a link to materials on the parking lot access rule.



Info for IBT Members/Employers on Access to Employer Parking Lots

This section contains important information for IBT members and employers regarding the rules governing access to employer parking lots for campaigning by candidates for IBT convention delegate or alternate delegate and candidates for IBT international office. Article VII, Section 12(e) of the 2011 Rules grants candidates the limited right of access to employer parking lots where employees park their vehicles, for the purpose of distributing campaign literature and soliciting support from IBT members as they enter and leave work. Specifically, this section contains documents that explain in greater detail the parking lot access under rule Article VII, Section 12(e).

1. Notice to All Employers of International Brotherhood of Teamster Members, July 15, 2015
3. Court Order Approving 2015-2016 Rules, June 23, 2015
4. The Election Agreement, February 26, 2015
5. United States v. IBT, 27, F.Supp. 2d 436 (1998)
6. United States v. IBT (Yellow Freight), 948 F. 2d 98 (2nd Cir. 1992)
7. Agreement with Anheuser-Busch Regarding Parking Lot Access, July 23, 2015

If an employer denies a member access to a parking lot for campaigning, contact OES for help in resolving the dispute.

Protests – at www.ibtvote.org you can read every ruling made on filed election protests, both rulings of the Election Supervisor and those issued on appeal by the Election Appeals Master. As of mid-January, 115 protests (including 19 concerning eligibility) have been received. OES investigates all filed protests and resolves each with a written decision. Where a violation of the 2016 Election Rules is found, remedies are fashioned to maintain a fair election.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

Teamsters now have access to a leading brand of tax preparation software, TurboTax. Buying TurboTax through the Teamster page, you'll receive a discount, plus a portion of what you pay goes toward the James R. Hoffa Memorial Scholarship Fund. http://ibt.io/turbotax

TurboTax products feature:

- A step-by-step interview with easy-to-understand questions;
- Forms automatically filled out using your answers; and
- 100-percent accurate calculations guarantee.

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TurboTax

Keep more of your hard-earned money this tax season. You can access the Teamster TurboTax page at http://ibt.io/turbotax

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APRIL/MAY 2016

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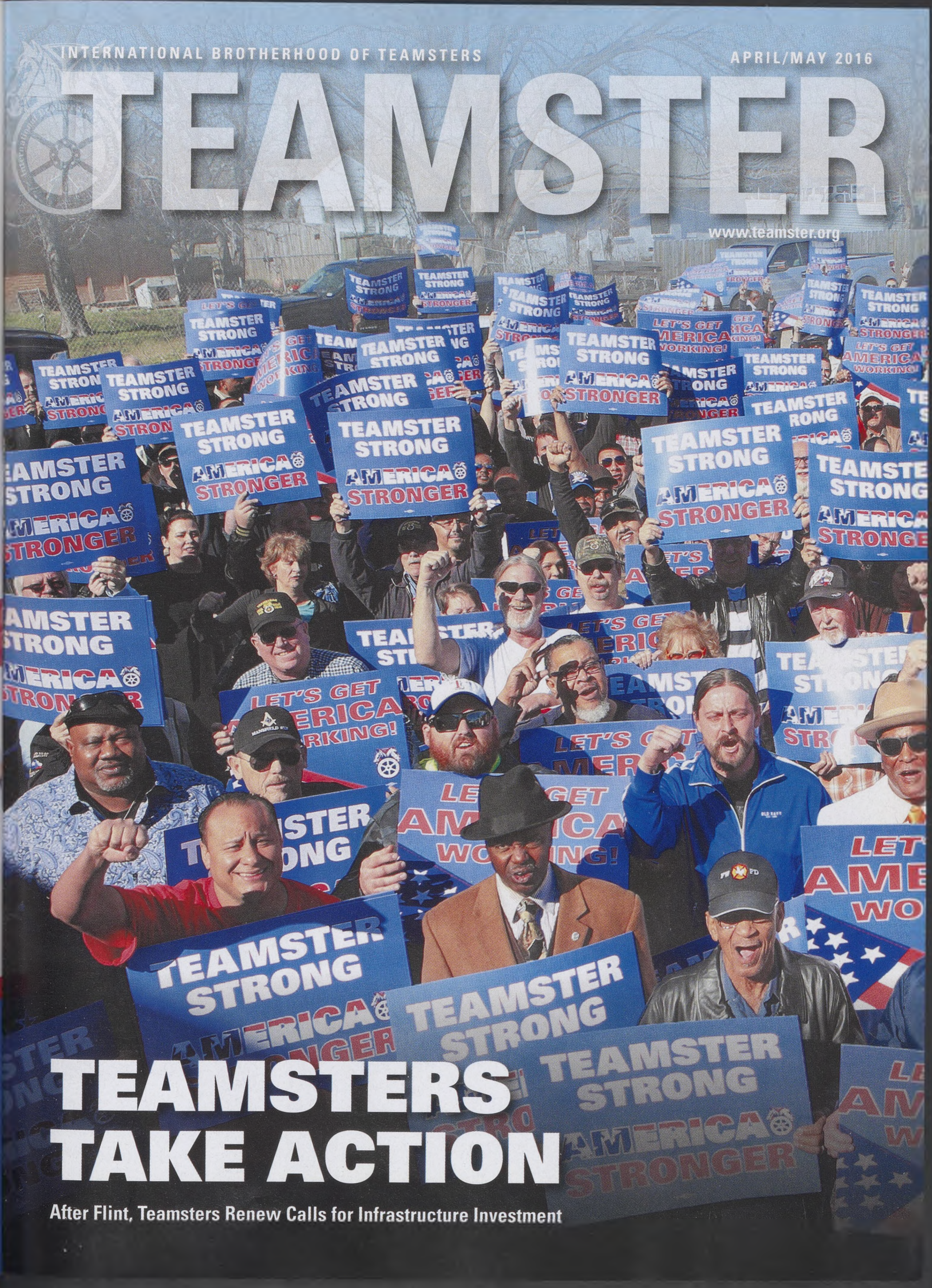
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AMERICA STRONGER
LET'S GET AMERICA WORKING!

TEAMSTERS TAKE ACTION

After Flint, Teamsters Renew Calls for Infrastructure Investment

IN THIS ISSUE

FEATURES

8 Flint Fiasco Places Thousands of Lives at Risk
Water Infrastructure Needs to be Addressed Nationwide

14 Fresh Win
Local 929 Members Ratify Groundbreaking Agreement

16 Teamsters Win in Contra Costa
More Than 1,500 New Public Services Teamsters in California

18 Teamsters Picket United Airlines
Mechanics Warn of Unrest, Threaten to Strike

22 Sanitation Salvation
Memphis Waste Workers Unite for Power, Redemption

24 Teamster Pilots at Horizon Air Ratify Agreement
Contract Brings Jet Operations to Airline

26 EZ Does It
Local 495 Member Brings Innovative Teamster Spirit to Workplace

28 Teamster Freight Power Builds
FedEx Freight, XPO/Con-way Workers Demand Change

2 TEAMSTER NEWS

- Teamsters Tell Congress it's Time to Act on Central States
- More Lawmakers Are Seeing Throu TPP Lies
- Uncertainty Surrounds Friedrichs' Fair Share Case
- UPS Shareholders Demand Transparency
- In Memoriam: Ed Lawson and Timothy Lynch
- Social Media Campaign Against MillerCoors
- Teamsters End Strike at Airgas

20 ORGANIZING

- More Tech Teamsters
- Ardent Mills Workers Join Local 16
- Teamsters Welcome More US Food Workers
- Red Cross Workers in Omaha Join Local 554
- Local 166 Welcomes Ozark Automotive Distributors

29 COURT MATERIAL

32 ELECTION SUPERVISO REPORT

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WATER CRISIS EXTENDS BEYOND FLINT

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Flint, Mich. residents are in crisis, placed in a situation no one in this country should have to face. Their water is contaminated with lead, putting their health at risk. But while the city's situation is extreme, it is not alone in its challenges.

Other communities nationwide could face a similar public health emergency if elected officials don't act to beef up U.S. water infrastructure. In recent years there have been reports of high levels of lead in the water supply in Washington, D.C. and Providence, R.I., among other places. However, public concern should also be focused on the state of the aging pipes that deliver water to the homes of millions of Americans.

This matter is a ticking time bomb that must be addressed by policymakers at all levels of government. That's why the Teamsters last year rolled out our "Let's Get America Working" platform that specifically addressed the need to invest in better water facilities.

And while much of the public focus might be on urban areas' water systems, the larger challenge could lie in smaller jurisdictions.

The U.S. has more than 52,000 water systems, but 82 percent of Americans are served by just 8 percent of these systems. These smaller utilities will face even larger economic challenges to upgrade their infrastructure because they serve fewer customers but require more pipe miles per customer due to their more rural locales.

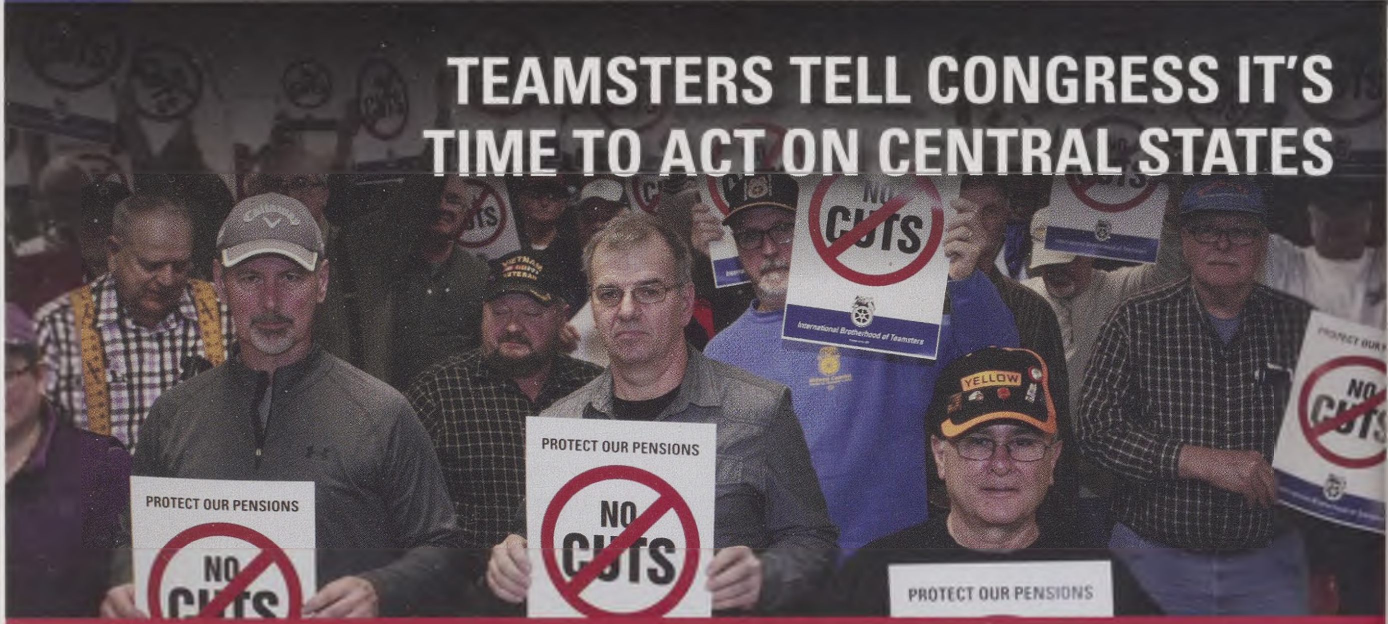
Just because these infrastructure problems are widespread doesn't mean Michigan Gov. Rick Snyder should be let off the hook for what's going on in Flint. The situation there is a tragedy that Michiganders have been aware of and city residents have been dealing with since April 2014. Decisions made by state officials over the last year-and-a-half have led to a community being forced to use water that has been found to contain unacceptable levels of lead.

What it does prove is America needs to invest in its water systems. Doing so will ensure public health and have the added benefit of putting people to work as well.

Elected officials need to ask themselves what they would do if their own families faced such a health crisis. Certainly they would not be satisfied with a response that just delays the inevitable. The public's needs can no longer be ignored.

James P Hoffa

TEAMSTERS TELL CONGRESS IT'S TIME TO ACT ON CENTRAL STATES



ACTION IS NEEDED TO SAVE RETIREMENTS OF THOUSANDS

Capitol Hill staffers learned in February what the Teamsters have known for some time—that proposed cuts to the Central States Pension Fund are a non-starter that won't save the fund and will devastate tens of thousands of workers across the Midwest.

Teamster representatives briefed a standing-room-only audience of congressional aides on the dire proposal by Central States submitted last October. They noted the pension fund is totally unrealistic in its projections and that even if it were to meet them, Central States itself says there is only a 50 percent chance the fund would remain solvent long term.

John Murphy, International Vice President and Secretary-Treasurer of Local 122, said if the Department of Treasury looks closely at Central States' numbers, it can't allow the proposal to move forward. He also said lawmakers were unfamiliar with the language of the Multiemployer Pension Reform Act (MPRA) included in an omnibus appropriations bill in late 2014.

"Treasury must reject this plan," he said. "We believe members of Congress were hoodwinked by this plan. There was not one hearing on the language of this law."

Noting the importance of a secure retirement for everyday Americans, Murphy said the federal government must step in and take charge on the issue.

"This is not a union issue, this is not a Republican issue, this is not a Democratic issue," he said. "It's a fairness issue."

It's just the latest in the union's efforts to fight these proposed cuts.

Murphy and other Teamster officials have attended several of the meetings held by the Treasury Department across the country this winter where Teamsters have turned out to voice their opposition to the Central States pension plan.

Members of Congress have begun to take notice. A bipartisan collection of 84 House members and 25 senators signed onto separate letters in February calling on Treasury to reject the proposal.

The Treasury Department has until May 7 to make a final decision on Central States' pension plan. But it shouldn't need that long. This proposal is broken. Instead, it's time for the federal government to step up and fix the pensions of retirees as it is supposed to under the law.

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#STOP TPP!
WE SAY NO TO TPP
TPP合意を許さない
#StopTPP
STOP THE WAR ON WORKERS
NO TPP

MORE LAWMAKERS ARE SEEING THROUGH TPP LIES

MORE VOICES IN WASHINGTON, D.C. COME OUT AGAINST TRADE DEAL

Powerful bipartisan voices aired concerns about the Trans-Pacific Partnership (TPP) recently, leaving passage of the lousy trade deal that would ship thousands of jobs overseas and permit unsafe food and products to flood U.S. stores in limbo.

House Speaker Paul Ryan (R-Wis.) recently noted he "is not the dictator of the House" and cannot force members to pass the 12-nation Pacific Rim trade agreement. He conceded that as it stands, the pact does not have the votes required for passage.

While Ryan has been supportive of the TPP and even authored the House legislation that allows the trade deal to be fast tracked through the chamber last year, he also raised his own concerns with the deal. The speaker took issue with dairy and intellectual property provisions, among others, in an interview.

Rep. Sander Levin (D-Mich.), ranking member of the House Ways and Means Committee, announced he would not be supporting the TPP. He took aim at its failure to address currency manipulation as well as its weak worker rights and country-of-origin rules as his reasons for opposing it.

"Some will say that TPP is an improvement over the status quo," Levin said. "Others will say that we should not let the perfect be the enemy of the good. Regardless of whether these often rhetorical measuring sticks were relevant in the past when trade agreements simply equaled tariff reductions, they vitally miss the mark today. Trade touches all aspects of our lives, and we are setting an economic framework for generations. We cannot afford to lock in weak standards, uncompetitive practices, and a system that does not broadly spread the benefits of trade, affecting the paychecks of American families."

Taken together, big business has a problem on its hands. Lawmakers across the political spectrum are seeing what the Teamsters and many pro-worker allies have known all along – TPP won't help anybody but the corporate class.

Uncertainty Surrounds Friedrichs' Fair Share Case

The death of Justice Antonin Scalia in February has raised questions about the status of Friedrichs v. California Teachers Association. To understand the import of Scalia's passing requires a closer look at the composition of the Supreme Court. The remaining eight members include Justice Ginsburg (appointed by Democrat Bill Clinton) who will turn 83 next month and Justice Kennedy (appointed by Republican Ronald Reagan) who will reach the age of 80 in July.

Assuming no new vacancies are created by retirement or death before June (the anticipated date of the decision), and the Senate fails to approve President Obama's nominee to replace Scalia, court watchers believe there could be a 4-to-4 vote on Friedrichs. It is also possible that the Supreme Court can hold the Friedrichs case until the vacancy is filled. A tie vote, however, will cause the Ninth Circuit Court of Appeals' decision to remain the final ruling on the matter, thereby retaining the Supreme Court's precedent in its 1977 ruling for Abood v. Detroit Board of Education. That decision held that fees paid for collective bargaining, contract administration and grievances by non-member public sector employees to be valid.

Opponents of unionism in America will continue to use all branches of government to achieve their goals; therefore, the Public Services Division will continue to move forward with its national campaign to engage all members and convert to full membership status those paying only a "fair share" fee.

The best protection against plans to eliminate labor is to activate an army of involved union members who understand that rights established by law and the legal significance of collective bargaining agreements covering wages, benefits and working conditions, are essential to a better tomorrow. All locals which have members employed by a state, county, city or town should be sure to contact the Public Services Division and participate in its national campaign. The Division can be reached at (202) 624-6800 or publicservices@teamster.org.

ALEC: BAD FOR
UPS
WORSE
FOR
YOU
JUSTICE

UPS Teamster Shareholders: Demand Transparency, Accountability in Lobbying

Vote FOR Accountability and Transparency at UPS – Vote FOR Proposal 3

The Teamsters are joining other UPS shareholders to demand the company disclose all expenses, direct and indirect, related to lobbying by co-sponsoring a shareholder proposal that will be on the UPS proxy ballot.

UPS does not currently disclose or explain the rationale for its contributions to groups such as the highly controversial American Legislative Exchange Council (ALEC). UPS sits on ALEC's Private Enterprise Board and made a $25,000 contribution in 2011.

More than 100 companies have left ALEC because of its controversial positions, including Coca-Cola, Ford, General Electric, Johnson & Johnson, McDonalds, Procter & Gamble and even Walmart. ALEC supports positions on the environment, worker safety, unionization and worker misclassification that are bad for UPS's long-term financial health and bad for Teamsters and others who own UPS stock.

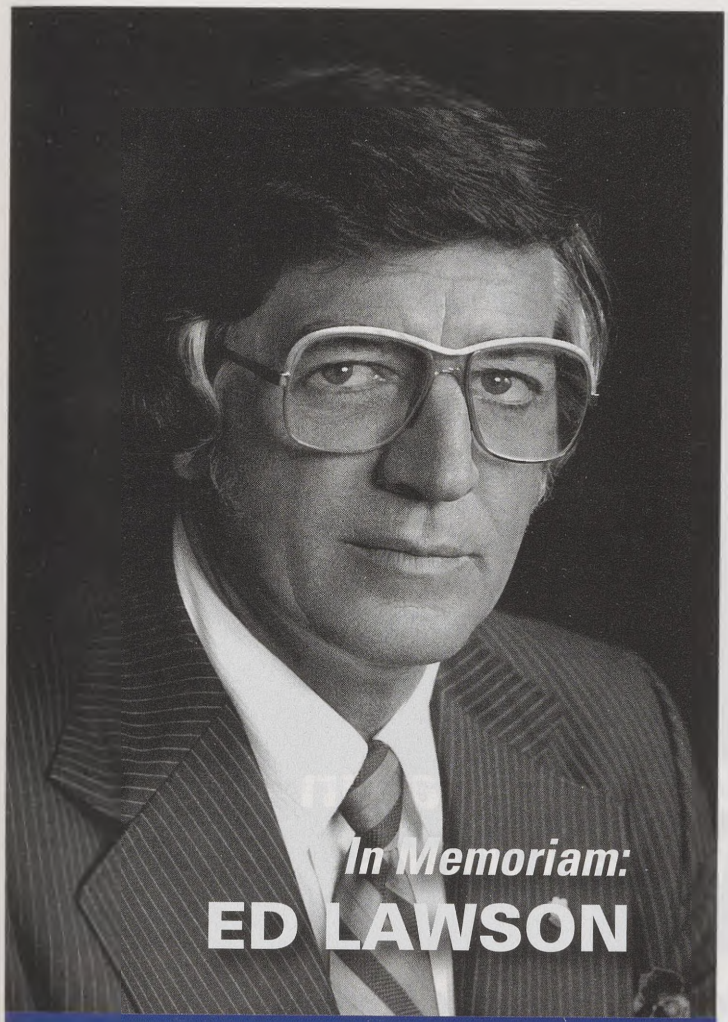
UPS also sits on the board of the U.S. Chamber of Commerce, which spent well over $1 billion in lobbying since 1998. During that time, the chamber has aggressively attacked initiatives to address issues of fundamental interest to UPS and UPS Teamsters, including climate change, workplace safety and workers' rights to organize – even though tackling those issues effectively is important for UPS's long-term growth.

If you are a UPS shareholder, owning shares as of the record date March 7, 2016, you should receive the company's 2016 proxy statement either electronically or by mail. You can vote now or anytime leading up to the UPS Annual Meeting of Shareowners on Thursday, May 5, 2016 in Wilmington, Del.

Don't throw your proxy or your vote away. Vote FOR accountability and transparency at UPS and support improved disclosures of lobbying expenditures. Vote FOR Proposal 3.

Visit Teamster.org for additional voting instructions once the UPS 2016 proxy statement is available.

This is not a proxy solicitation. Do NOT send your proxy to the International Brotherhood of Teamsters.



In Memoriam: ED LAWSON

Teamsters Remember Man Behind Teamsters Canada

Ed Lawson, born in Gerald, Saskatchewan in 1929, passed away recently. Lawson was the Director of the Canadian Conference of Teamsters and a Canadian Senator. He was the architect behind the creation of the Canadian Conference of Teamsters in 1976, an organization which later became Teamsters Canada in 1992.

"He helped lay the foundations of what became Teamsters Canada," said François Laporte, President of Teamsters Canada. "Without him, Teamsters Canada might not exist today."

Lawson started out as a union representative in the construction industry. He went on to help workers across Canada as an International Vice President of the Teamsters Union, and to serve in the Canadian Senate for over 33 years. He was the second longest-serving member of the Canadian Senate

In recognition of his service, Lawson was awarded the James R. Hoffa Lifetime Achievement Award in 2003 at the 100th anniversary of the International Brotherhood of Teamsters

Throughout his career, Ed Lawson was active in many charitable and community organizations, such as Variety Club, Lions Society, the Zajac Foundation and Child Help U.S.A.

In Memoriam: TIMOTHY LYNCH

Dignity
WE'RE VOTING TEAMSTERS
Timothy
TEAMSTERS
LOCAL 1205

Teamsters Remember Local 1205 President

Teamsters are mourning the loss of Timothy Lynch, a beloved member of the Teamster family who passed away in January 2016.

Lynch was President of Local 1205 in Farmingdale, N.Y., for 17 years. He was also a Vice President of the Long Island Federation of Labor.

Teamsters may be more familiar with him as the man who always led the union in singing "Solidarity Forever." Lynch closed out the last few Teamster Conventions by leading the song, and he has also performed that and other labor-related songs at numerous labor rallies and strike lines.

He has been active with the Teamsters Union for more than 20 years, and before that he was an active member of the Actors Equity Association, Screen Actors Guild and the American Federation of Radio and Television Artists.

Lynch was a staunch organizer and bargained great contracts for his members. In recent years he has worked tirelessly on organizing bus drivers and has been a key player in the union's "Drive Up Standards" campaign. He has also organized thousands of workers in the restaurant industry and those working in factories.

More than anything, though, Lynch will be remembered for fostering solidarity across the Teamsters Union. Lynch is survived by Ellen Reiss, his wife.

WE HAVE PRODUCED FOR YOU! NOW PRODUCE FOR US BY SAVING OUR JOBS!
…LERCOORS …S TIME FOR YOU TO BE …NEST WITH …EMPLOYEES!

Social Media Campaign Against MillerCoors

Teamsters Fight Plans to Close Profitable Brewery

Teamsters representing more than 5,000 AB/InBev, MillerCoors and Molson Coors brewery workers throughout the United States and Canada joined their union in the fight to save Teamster jobs at MillerCoors.

MillerCoors announced on Sept. 14, 2015 a plan to close the Eden, N.C. brewery by September 2016.

"Shutting the Eden brewery will destroy more than 500 good jobs and devastate North Carolina families," said Jim Hoffa, Teamsters General President.

"It's not too late for MillerCoors to change course and keep this world-class brewery operational," said Mike McGaha, President of Teamsters Local 391 which represents the Eden workers.

The CEOs of MillerCoors, Molson Coors and SABMiller are the targets of a new social media campaign launched by the Teamsters recently. Originally drawn up around Super Bowl 50 seeing as the Denver (home of Molson Coors) Broncos were competing against the North Carolina (site of Eden brewery) Panthers, the campaign has now transformed into a nationwide effort to turn up the heat on the company's plan to shut down the profitable, award-winning brewery in Eden, N.C.

Brewery of the Year

During Super Bowl 50 weekend, Teamsters from Local 391 and others handbilled North Carolina bars and restaurants encouraging fans through social media to send a message to MillerCoors to keep the Eden brewery open and operational.

The Eden brewery has been named MillerCoors' brewery of the year for three of the last five years. It is one of the most efficient, productive and profitable facilities in the whole MillerCoors system according to MillerCoors' analysis.

Support for the social media campaign has been strong, with more than 3,000 e-mail letters already sent to the CEOs to protest their plan.

"If MillerCoors doesn't want to produce beer in North Carolina anymore, the company should sell the operation to another brewer so as to keep good jobs in North Carolina and live up to its commitments to the community," said David Laughton, Director of the Teamsters Brewery and Soft Drink Workers Conference.

For more information, visit http://ibt.io/eden.

TEAMSTERS END STRIKE AT AIRGAS

Drivers and plant operation workers at industrial gas company Airgas returned to work in March after ending a 24-hour strike.

The workers, members of Local 100 in Cincinnati, unanimously authorized a strike less than two weeks before the strike and went on strike on March 10 to protest Airgas' violations of United States and international labor laws. The workers' contract with the company expired on Nov. 30, 2015.

In February, Airgas shareholders approved the sale of the company to France-based Air Liquide.

"The strike by members of Local 100 was a message to Airgas and Air Liquide's management that their American workers will not tolerate violations of labor laws or their human rights. We demand that Air Liquide direct Airgas management to stop the attacks on their dedicated and loyal American workers," said Sam Bucalo, Secretary-Treasurer of Local 100.

"I'm proud of Local 100 Teamsters. Every one of its Airgas members stood up to Air Liquide on that picket line and declared, 'Stop the attacks!'" said Keith Gleason, Teamsters Tankhaul Division Director. "The ball is in Airgas' court now. We expect the company to stop violating the law, and that when negotiations resume April 5, they'll drop what they termed their 'throwaway proposals' and get down to the business of negotiating in good faith."

"Airgas violated United States labor laws that protect workers' rights. Airgas management threatened to discipline a worker who is a union steward if he attended contract negotiations. Negotiating a contract is the basic right of workers' unions. It's completely unacceptable for the company to threaten workers for exercising their rights. The company also acted illegally when it unilaterally terminated workers' 401(k) retirement funds — some workers could have huge tax bills as a result," Bucalo said.

"Unbelievably, Air Liquide, a France-based company whose recent offer to purchase Airgas was overwhelmingly accepted by shareholders, has stood idly by and allowed these attacks on its American workers to continue," Gleason said.

Bucalo said workers are telling Air Liquide, "Stop the attacks by your Airgas managers." There was 100 percent participation on the strike line and no one crossed the line.

Gleason said Air Liquide's Airgas has been abusing workers across America by locking them out during contract negotiations; threatening workers with loss of health care benefits and wages; and attempting to break its workers' unions by illegally threatening union activists.

"This would never happen in their European operations," Gleason said.

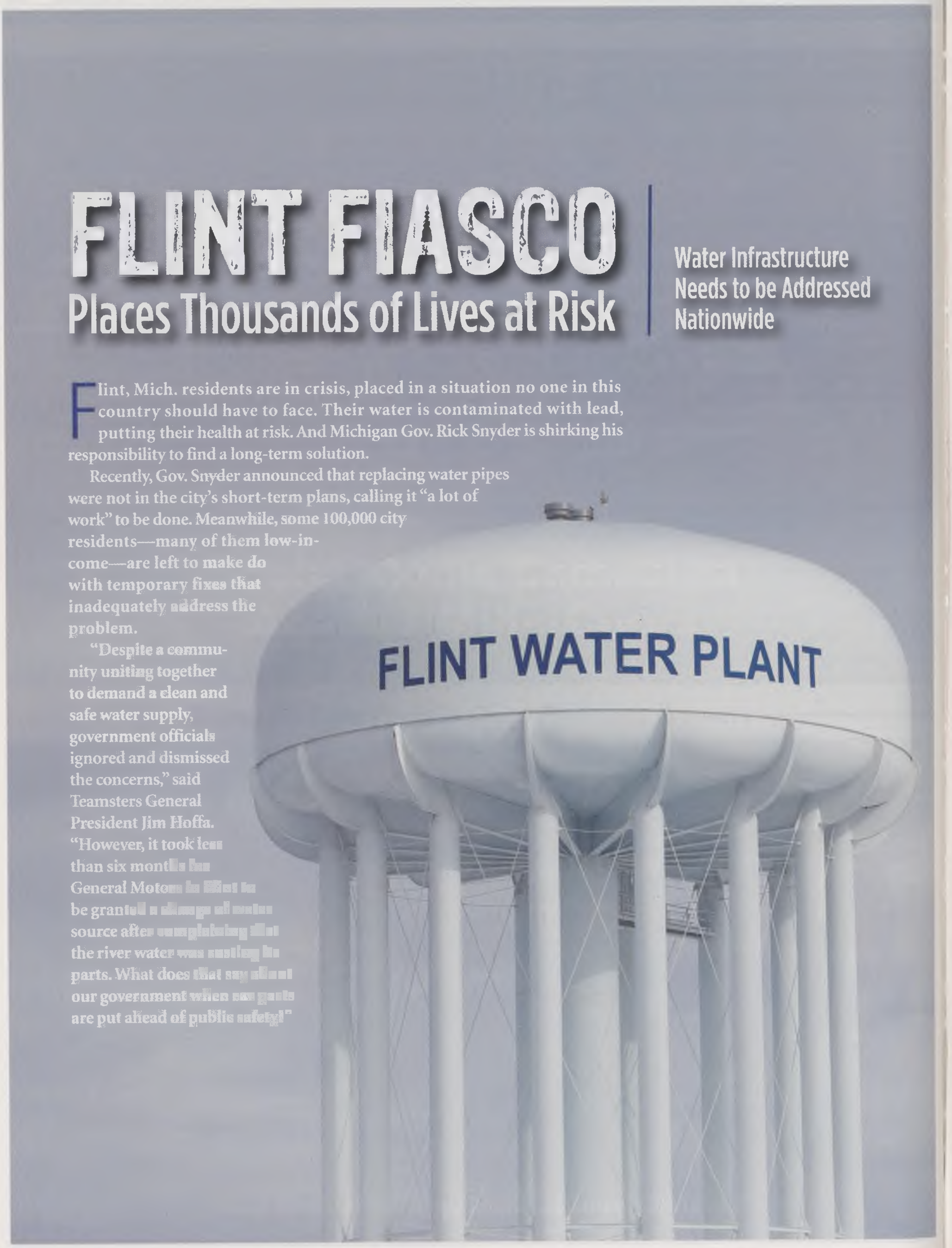
"We are angry about Airgas' violations of our rights. Air Liquide needs to rein in its Airgas management and stop them from breaking United States and international laws. Now that we're on strike, we know how important that is," said Barry Perkins, chief steward and negotiation committee member. "Air Liquide's Airgas management is so out-of-touch, they weren't even at the facility this morning and didn't know we were on strike until we were well into it."

Tell Airgas:
STOP BULLYING
workers and shareholders
Airgas
PUTS HOSPITALS AT RISK
The Franklin Institute

Local 100 Teamsters Stand Up to International Giant

FLINT FIASCO
Places Thousands of Lives at Risk

Water Infrastructure Needs to be Addressed Nationwide



Flint, Mich. residents are in crisis, placed in a situation no one in this country should have to face. Their water is contaminated with lead, putting their health at risk. And Michigan Gov. Rick Snyder is shirking his responsibility to find a long-term solution.

Recently, Gov. Snyder announced that replacing water pipes were not in the city's short-term plans, calling it "a lot of work" to be done. Meanwhile, some 100,000 city residents—many of them low-income—are left to make do with temporary fixes that inadequately address the problem.

"Despite a community uniting together to demand a clean and safe water supply, government officials ignored and dismissed the concerns," said Teamsters General President Jim Hoffa. "However, it took less than six months for General Motors in Flint to be granted a change of water source after complaining that the river water was rusting its parts. What does that say about our government when car parts are put ahead of public safety?"

Teamsters Mobilize

Teamsters from all over the country have pitched in to help the people of Flint.

Local 135 in Indianapolis made a special delivery of more than 1,000 cases of water to Flint in late January. Local 728 in Atlanta also got into the act in early February, helping collect and transport some 15 pallets of bottled water. Local 773 in Allentown, Pa. hauled some 46,000 bottles of water to Flint in late February. And Local 25 in Boston donated a truck and driver to bring water collected in the region to Michigan at the same time.

Other local unions and Joint Councils have also gotten involved. Visit teamster.org for more information on what affiliates have helped out.

Others elsewhere have gotten involved as well.

Such efforts, of course, will continue. But make no mistake, bottled water or even water filters are not a permanent solution to the problem.

Flint is suffering from failing infrastructure. While the city's water is now being drawn from Lake Huron, the damage has been done. Old service pipes are now leaching lead, and that won't stop even with a change in water sources. Upwards of 20,000 city homes have lead pipes, yet not a single one has been removed.

A National Issue

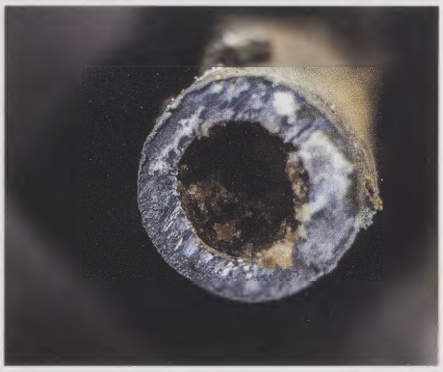
This is not just a Flint problem, however. Cities all across America have aging water infrastructure, including lead pipes. It is a ticking time bomb that must be addressed by policymakers at all levels of government.

That's why the Teamsters last year rolled out its "Let's Get America Working" platform that specifically addressed the need to invest in better water facilities.

A 2013 report by the American Society of Civil Engineers (ASCE) only rated the nation's drinking water a "D," noting much of the country's water infrastructure is nearing the end of its useful life. Assuming every pipe would need to be replaced, the cost over the coming decades could reach more than $1 trillion, according to the American Water Works Association (AWWA).

AWWA notes the needs are greater than $1,000 per person in five regions: Far West, Great Lakes, Mid-Atlantic, Plains and Southwest. Capital spending has not kept pace with needs for water infrastructure. The trend toward state and local governments' assuming the bulk of the investment requirements in the coming decades will continue, with local governments' paying an increasing share of the costs.

The ASCE document states, "America's drinking water systems are aging and must be upgraded or expanded to meet increasing federal and state environmental requirements that add to the funding crisis. Not meeting the investment needs of the next 20 years risks reversing the environmental, public health, and economic gains of the last three decades."



Special Deliveries

Members of Local 135 in Indianapolis made a special delivery to help Indiana's neighbors to the north. Recently, Local 135 Teamsters delivered more than 1,000 cases of bottled water to Flint.

Local 676 President Howard Wells and Dave Brisbin, a Local 676 shop steward, headed out on the road in March to deliver 100,000 bottles of water to the residents of Flint.

Building Teamster Political Power

Union Mobilizes Members for 2016 Election

Corporate cronies for years have sought to do everything they can to push their platform to the public in hopes of getting more anti-worker policies passed at all levels of government. But a new report shows that effort might be succeeding.

Conservative groups, including those whose main objective is to smash workers and unions, are building a nationwide network to influence and indoctrinate voters, win elections and take over government. The Fight For America's Front Porch, released by Working America, paints a picture of the right-wing groups erecting state and local offices and recruiting tens of thousands of organizers to advance the corporatist agenda.

"In communities across the country, the radical right, spearheaded by the Koch brothers and Americans For Prosperity, is making a well-financed and highly organized power grab for the hearts and minds of working class voters," the report, presented to the AFL-CIO Executive Council meeting in late February in San Diego, declares.

The agenda of the right wing includes takeovers of federal, state and local governments through extensive and permanent political organization down to the local precinct level and destruction of foes who oppose the corporate program. Its agenda includes everything from enacting so-called "right to work" laws to fighting school district taxes.

It's because of such efforts that the Teamsters are debuting a new program for activists.

"Building Teamster Political Power" is meant to get members involved in making polices like the union's "Let's Get America Working" platform a reality. Locals will identify members who will be trained on how to talk about political issues and persuade their fellow Teamsters on the issues that matter most to this union.

For nearly a year, staff members from the Department of Political and Legislative Action have been meeting with Joint Council and local union officers and business agents to listen to ideas about how the Teamsters can improve on their already successful political program. The feedback received pointed to a need to focus on working family issues, and have consistent communication with members who believe in our political objectives.

By starting early, the Teamsters can have scores of trained political activists on the ground to participate in the union's 2016 election program. And workers will need every one of them to push back on the message of the corporate candidates who are seeking to reward their contributors.

Local 676 in Collingswood, N.J., teamed up with the Whitman Park Youth Football Program to help provide fresh drinking water to the people of Flint. The kids in the football program heard the news about the water crisis in Flint and decided to help by collecting over 4,100 cases of water. Crowley Trucking, a Teamster employer, provided the tractor trailer to transport the water.

Wells and Brisbin, who works at Crowley, drove the 643 miles to deliver the supplies to Michigan, where they were greeted by the people of Flint.

"We at Local 676 are honored to be a part of this community effort and thank everyone involved," Wells said.

Stan Watson, Dekalb County Transportation and Labor Commissioner, and Dewey Mcclain, Georgia House Representative and Atlanta-North Georgia Labor Council President, initially approached Atlanta's Local 728 to assist in a collection drive to help Flint residents.

"It was truly a privilege to be able to serve our community in this capacity," said Local 728 President Randy Brown. "Thank you to all my Teamster brothers and sisters who made this possible."

Chuck Stiles, Local 728 Vice President and Assistant Director of the Teamsters' Solid Waste, Recycling and Related Industries Division, said he received the call from Watson and immediately went to work with Local 728 business agents Mike Dollar and Vicky Beavers, calling YRC representatives to provide the trailer and recruiting members of Local 728 and the Georgia chapter of the Teamsters National Black Caucus (TNBC) to help supply and transport supplies.

"The outpouring of support has been inspiring. I'm proud of our union for taking the initiative to help their brothers and sisters in need. I want to thank Mike and Vicky for their help pulling this off. We couldn't have done it without them," Stiles said.

Teamsters in Georgia also teamed up with DeKalb County and the NFL Players Association to help Flint residents. DeKalb County residents donated 25,000 bottles of water from labor unions, homeowners associations, churches and other community members.

Once collected, the Teamsters Union shipped the water, at no charge, to Flint.

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TIGERS
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Other Unions

The Teamsters Union has a long history of helping out in times of crisis, and what is happening in Flint is certainly a crisis.

The Teamsters Union took the lead by coordinating a national response for Flint and locals and Joint Councils mobilized members to donate and help.

"The Teamsters Union is always there when our members need it. Unions are supposed to organize and negotiate contracts, but the Teamsters go over and beyond. They also help out members during natural disasters and even man-made ones like what's happening in Flint," said Nina Bugbee, President of Flint's Local 332.

"The people of Flint are facing a catastrophe through no fault of their own. The Teamsters, here in Michigan and all across the country, are doing our part to lend a hand and make residents' lives better any way we can," said Greg Nowak, President of Michigan's Joint Council 43.

Other unions are also stepping up. A union pension fund has said it will bring $25 million in low-cost loans to help replace lead-contaminated pipes in the city's water system. The initiative hopes to remove and replace Flint's residential lead pipes, starting with residences for at-risk groups, such as pregnant women, children 5 and younger, seniors, people with compromised immune systems and homes where testing shows high lead levels.

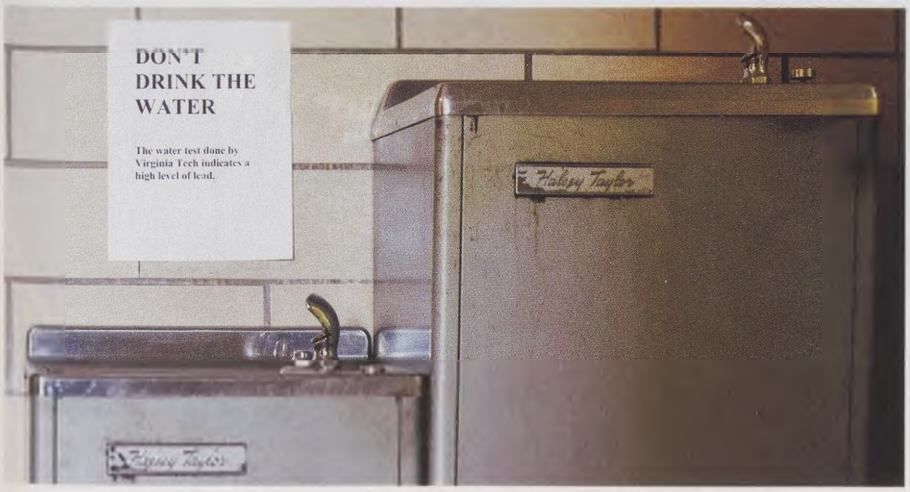
"The people of Flint have been waiting for action to remove lead tainted lines," said Flint Mayor Karen Weaver. "This investment from union pension funds means that we can move forward to remove more lead lines and renew Flint's infrastructure."

The United Food and Commercial Workers (UFCW), representing Meijer employees, has arranged for discounted rates with Meijer for any organization that wants to make large water donations to Flint (Meijer is a regional big-box chain based in Michigan.

The Michigan Nurses Association has worked to educate the public about the impacts of lead poisoning, and helped pay for a bus so Flint residents could attend a hearing in Washington.

Hardworking union members are stepping into the gap left by politicians. While politicians scramble to assign blame instead of working to fix the problem, rank-and-file union members are making a real difference in the lives of those affected.

"To help communities like Flint move forward, politicians must stop treating unions and their members like the enemy," Hoffa said. "Working people can be partners in helping with long-term solutions."


DON'T DRINK THE WATER
The water test done by Virginia Tech indicates a high level of lead.
Haley Taylor
Haley Taylor

Union plumbers have also stepped in to fill a dire need in Flint.

More than 300 union plumbers assembled in Flint recently and visited more than 1,100 homes to help install new faucets and water filters free of charge. The plumbers, represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, were met by a grateful populace in Flint.

"They're here to donate their time and skill that they've learned over the years and put it to good use today for people that are vulnerable," said Genesee County Sheriff Robert Pickell of the union plumbers.

Crumbling Infrastructure

In a CNN column titled "Crumbling Infrastructure: Flint is Just the Latest Example," Cornell William Brooks and Michael Brune wrote:

> Flint's problems were also the result of the crumbling infrastructure that happens when we disinvest in our communities and our country.
>
> Everyone watched in horror nearly 10 years ago when the I-35W Mississippi River bridge in Minneapolis suddenly collapsed into the river, killing 13 people and injuring 145. Politicians scrambled to come up with a plan for investing in infrastructure across the country—a plan that never materialized.
>
> While the failing water infrastructure in Flint is less dramatic, it's a slow drip that's just as harmful. Ten years from now, let's look back in regret at what we could have done, but didn't, to prevent a future tragedy.
>
> This time, we need more than lip service. We need commitments—now—and action as soon as possible. Our leaders must establish a permanent fund to address crumbling water infrastructure across the country and specifically to replace lead water pipes in cities such as Flint.
>
> While it can be politically expedient to campaign on budget cuts, in the case of U.S. infrastructure, it's simply wrong. Over the long term, investing in infrastructure actually saves money. More important, it saves lives. And until our leaders act, no community will be safe.

The Teamsters Union's "Let's Get America Working" platform has been arguing these points well before the Flint water crisis.

Finding Solutions

Just because the problem is widespread doesn't mean the Snyder administration should be let off the hook so easy. This is a tragedy that Michiganders have been aware of and the families of Flint have been dealing with since April 2014.

Decisions made by state officials over the last year-and-a-half have led to a community being forced to use water from the Flint River—a source that has been found to contain unacceptable levels of lead.

The parents of Flint's 8,000 young children have real reason for worry. Even trace amounts of lead can have health effects that could last a lifetime. That includes lower IQ scores, developmental delays and behavioral issues such as Attention Deficit Hyperactivity Disorder. It is believed that all of them have been exposed.

Elected officials in Michigan and all over the country need to ask themselves what they would do if their own families faced such a health crisis. Certainly they would not be satisfied with a response that says changes might be made down the road.

Finding solutions is what good leaders do. Now is the time for Gov. Snyder to push forward with a forward-looking plan that improves the health, safety and well-being of Flint residents. Their needs can no longer be ignored.

Fresh Win

Local 929 Members Ratify Groundbreaking Agreement

In the City of Brotherly Love, Teamster brothers and sisters are loving their new contract.

Recently, about 450 workers at the Philadelphia Food Distribution Center voted overwhelmingly to ratify a winning five-year agreement that includes wage increases, employer-paid health care and increased employer contributions to the pension plan, among other gains.

The single agreement covers members of Local 929 in Philadelphia who work for nearly 30 employers in a variety of jobs, including truck drivers, warehouse workers, sales representatives, cashiers and more.

"We were able to negotiate wage and pension increases, as well as fully employer-paid health and welfare coverage for five years, without a single giveback," said Rocky Bryan, President of Local 929. "We are very pleased with this agreement."

"The Philadelphia Food Distribution Center Teamsters deserve the best, and we are happy to have negotiated a strong agreement worthy of the hard work and dedication they bring to the job every day," said Bill Hamilton, International Vice President and President of Joint Council 53.

For these members who work in the wholesale produce industry, in addition to employer-paid health care coverage, the contract includes annual increases of 5 percent in employer contributions to the defined benefit pension plan under the Teamsters Pension Fund of Philadelphia and Vicinity.

In other words, no small potatoes.

Seeds of Success

At the Philadelphia Food Distribution Center, Teamsters form a flurry of activity in the massive 700,000 square foot, 24/7 facility. The members move throughout the center on power jacks, loading and unloading fresh wholesale fruits and vegetables. The produce is transported, stored, inspected and sold by Teamsters in a process where everyone helps each other out to move efficiently and get the job done.

The seeds of success were planted early on for Teamsters at the distribution center. A strong foundational contract was built upon over the years to produce the latest agreement, with guarantees that bring comfort to the members.

"We're excited to have a contract that's a five-year commitment from the store owners to us. It's employment that we can count on. It's a promise and that's a good thing," said John Friesema, a 19-year year Local 929 member and shop steward. "These are all family guys who've been here, some of them for 25, 30 or 35 years, and many have kids and grandkids. We can count on buying a house or a car because we know the wages are going to be there."

Dennis DiSapatino has worked at the center for 26 years.

"If you hustle like I do, you can send three kids to college," DiSapatino said proudly.

Michael Baldwin, also a Local 929 member, has worked at the center for 16 years. His two brothers and nephew work for other independent merchants at the market.

"I've been a Teamster all my life, even

before working here," Baldwin said.

Another family has been in business at the distribution center for 110 years. Mark Levin, of M. Levin Fresh Fruits and Vegetables, owns the family-run wholesale produce company.

"We've got good people here and most of our employees are lifers," Levin said of the Teamster members.

Dominic Leo could be called a "lifer." Leo has worked for 39 years at the center, the past 25 of which have been with Procacci Brothers. He started as a delivery person for another company and worked his way up to his current position. Like many of his fellow Teamsters, Leo starts work early, at 2:30 a.m., when most people are still in bed.

"This is a great contract for us. Our health and welfare is paid for, and we made out well with our pension," Leo said. "I'm happy to have been with the Teamsters all this time."

Among the vibrant and colorful produce on display behind Leo are sweet strawberries, crunchy carrots and leafy lettuce.

Leo's job is to purchase and sell the best quality produce, which is where his decades of experience come into good use.

How does one pick the freshest produce?

"It's just by the look and the feel," Leo said. "It's a process that you are taught over the course of the years you are here, handed down by the older generation."

Common Ground

Generations ago, the produce market was located on Dock Street in Philadelphia. In Colonial times, it was where local farmers sold their goods to merchants.

Since 2011, the market has made a home in its current state-of-the-art facility on Essington Avenue in South Philadelphia. The loading dock and sales floor are clean, bright, and kept at a crisp 50 degrees, while Teamsters move produce to and from refrigerated warehousing.

After years of working together successfully, the union and individual employers were able to find common ground on the latest master agreement.

"This contract is fair for both sides. The people that work here—we couldn't do it without them," said John DiFeliciantonio, owner of North American Produce.

Every Teamster at the center knows that comparing their benefits to those of nonunion workers is like comparing, well, apples to oranges.

"I love the health care. We don't pay into it and we're one of the few that don't have to. Ninety-nine percent of companies now, you have to pay into health care," said Sherman Ellis, a 30-year member.

Not surprisingly, due to the strong wages, benefits and protections guaranteed by their Teamster contract, the members are happy, and thus, turnover is low.

Ellis raves about being a Teamster, as he lifts and moves boxes of cabbage, not missing a beat.

"Let's go union! I love 929. I love being a Teamster. It's been very beneficial to me," Ellis said, smiling brightly. "I rock with Rocky; he's always been there for us."

Teamsters Win in Contra Costa

More than 1,500 Contra Costa County, Calif., workers joined Local 856 in a landslide vote in February.

Eighty-five percent of workers in the health services, general maintenance, and licensed vocational nurse/aide units who cast ballots chose Teamster representation. More than two-thirds of eligible employees participated in the election.

"The high participation level in the election and overwhelming vote in favor of the Teamsters is a loud statement that things need to change at the county," said Peter Finn, Secretary-Treasurer of San Bruno, Calif.-based Local 856.

"The strong vote result is an important first step in our fight to ensure the valuable work done by county workers for the communities they serve throughout Contra Costa is recognized. We are committed to using all the resources necessary to make that happen," Finn said.

TEAMSTERS
856

TEAMSTERS
JUSTICE
RESPECT
DIGNITY

TEAMSTERS 856
DIGNITY

MORE THAN 1,500 NEW PUBLIC SERVICES TEAMSTERS IN CALIFORNIA

Contra Costa Teamsters serve the public throughout the county. They staff hospitals, clinics and mental health facilities, as well as maintain essential public infrastructure and safety.

Worker Issues

Finn said affordable health care was one of the most important issues for the Contra Costa workers.

"There are community health workers making less than $14 an hour who must pay $800 a month for a Kaiser plan," Finn said.

Some of the new Teamsters also said respect was an important issue. The workers said they not only want respect from their employer, but from their union.

"We organized with the Teamsters because we want county management to respect us as a real union," Cynthia O'Brien, an ultrasound technologist with the county's Health Services Department, said in an interview with the Contra Costa Times.

A key factor in the fight for fairness and respect were many other public services workers represented by Local 856 in California.

"Joining the Teamsters gave us a voice. When you need them to, they will speak up for you," said Justin Kmetz, a radiology tech assistant at St. Rose Hospital in Hayward, Calif.

"Because we have the Teamsters fighting for us and backing us, our management finally gives our unit the respect we deserve," said Rebecca Hibbs, a public safety dispatcher with the city of Walnut Creek, Calif. She and her co-workers joined Local 856 in 2014.

Next Steps

The local has been holding educational sessions trainings for their new members. In February and March, Local 856 had "all-member bargaining training," where all Contra Costa County Teamsters were invited to attend a workshop on public sector bargaining law and Teamster negotiating skills.

"The success of this organizing campaign and winning these elections is only the beginning of our fight," Finn said. "We must continue this momentum forward now and demand that Contra Costa County treat its employees with the respect and dignity that they deserve.

"There is strength in numbers and by continuing to stand together with your co-workers we can achieve a strong Teamster contract with overdue pay increases and reductions in soaring health care costs," Finn said.

The Health Services unit includes clinical psychologists, dietitians, pharmacists, pharmacy technicians, occupational therapists, physical therapists, ultrasound technologists, substance abuse counselors, respiratory care practitioners and public health nurses and others. The LVN/Aide unit comprises licensed vocational nurses, certified medical assistants, certified nursing assistants, dental assistants, psychiatric technicians and orthopedic technicians.

The General Services and Maintenance units includes building inspectors, cooks, custodians, gardeners, information systems technicians, maintenance workers, stationary engineers and equipment mechanics.

J.P.Morgan
United Airlines Mechanics
STRIKE
Not Yet
United Airlines Execs: Don't Loot Mechanics' Profit-Sharing & Healthcare
Canada
TEAMSTERS

TEAMSTERS **PICKET** UNITED AIRLINES

Mechanics Warn of Unrest, Threaten to Strike

In March, hundreds of United Airlines mechanics protested the airline's contract offer by picketing outside key maintenance bases at the San Francisco, Houston and Orlando airports.

Earlier in the week, mechanics voted down United's contract proposal by 93 percent. Mechanics also voted overwhelmingly to authorize a strike. Over 9,000 mechanics at United are represented by the Teamsters Union, which is petitioning the National Mediation Board for a strike release.

The mechanics held picket signs that read, "Millions for UAL Execs—Peanuts for Passengers and Mechanics." Line mechanics and technicians at other United facilities across the United States also participated by wearing "Tell UAL: NO" stickers at their workplaces.

"The Teamsters have a long history of taking action to right injustices against workers by employers who put profits over people," said Jim Hoffa, Teamsters General President. "We stand with our United mechanics. On behalf of the 1.4-million-member Teamsters Union, we are committed to getting these mechanics an agreement that respects their work and their dedication."

Rank-and-File Action

"The mechanics are not sitting on the sidelines. These men and women are loyal, highly skilled individuals who deserve better than United Airlines' substandard offer, especially considering that the company is earning record profits and spending billions to buy back stock. They're rightly angry at United and voiced their frustrations by picketing at key facilities," said Capt. David Bourne, Director of the Teamsters Airline Division.

"I'm out here today because United Airlines shows no respect for our work or for the years of sacrifices we made to save this company," said Deborah Ward-Crummey, a 27-year mechanic at United in San Francisco. "United's proposal would allow aircraft maintenance to be outsourced, which we believe is not safe for passengers or the company's long-term stability. It also fails to secure family health care protections, which will hurt my family and families across the nation."

"These longtime mechanics will be taking their message to United's customers and investors next, all of whom stand to lose if the company continues to treat its employees badly," Bourne said.

Making Themselves Heard

Teamster airline mechanics haven't just been making themselves heard outside maintenance bases. Earlier in 2016, hundreds of aircraft mechanics who traveled from 10 airports across the U.S. protested against UAL at JP Morgan's annual Aviation, Transportation & Industrials investor conference.

The protest followed two weeks of picketing actions by United Airlines mechanics and technicians at airports across the country, including San Francisco, Los Angeles (LAX), Chicago O'Hare, Newark, LaGuardia, Washington Dulles, Cleveland, Boston Logan, Houston and Orlando.

The mechanics held picket signs that read, "United Airlines Execs: Don't Loot Mechanics' Healthcare & Profit-Sharing" and "United Airlines Mechanics STRIKE – Not Yet." They also distributed leaflets to conference attendees that read, "Investor Alert: Risky Stock Buyback May Trigger Costly United Airlines Strike."

"United mechanics are only asking for a contract that does right by their families. These workers sacrificed to save United and now that the company is making billions in profit, it needs to recognize that sacrifice. The Teamsters are ready and willing to strike if United will not agree to a fair contract for these workers," said George Miranda, Teamsters International Vice President At-Large and President of New York's Joint Council 16.

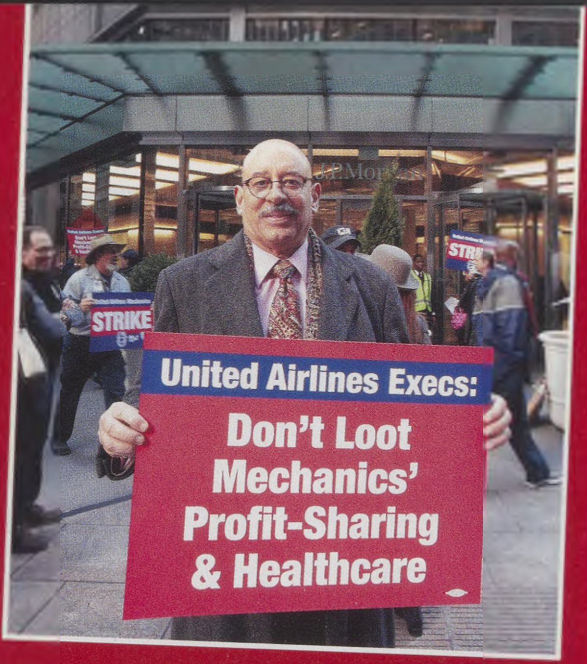
"We voted down United's proposed contract and authorized a strike because United betrayed us," said Jay Koreny, a 29-year mechanic at Dulles Airport in Virginia. "We sacrificed so much, including our retirement security, to save United and help it come out of bankruptcy and earn record profits. United promised that when things got better, we would all see better days. Now top executives are enriching themselves while asking us to basically pay for our own raises. I hope they're ready for a strike, because we sure are."

UAL Bankruptcy

In United's bankruptcy, mechanics lost their pensions and stock, and many lost their jobs to massive outsourcing.

"United's top executives get nearly 40 percent of their compensation in stock, and spending company cash to buy back stock will certainly increase the value of their shares. Eight UAL executives have reaped more than $6.5 million from cashing in options and buybacks over the past year, and that's not right when the company refuses to give the mechanics a fair contract," said Ken Hall, Teamsters General Secretary-Treasurer.

"Many of us have given our entire careers to United and stuck with them for decades. We traveled from all over the country to send United a strong message today: After everything we gave up, it's time for the company to start keeping its promises to us," Koreny said.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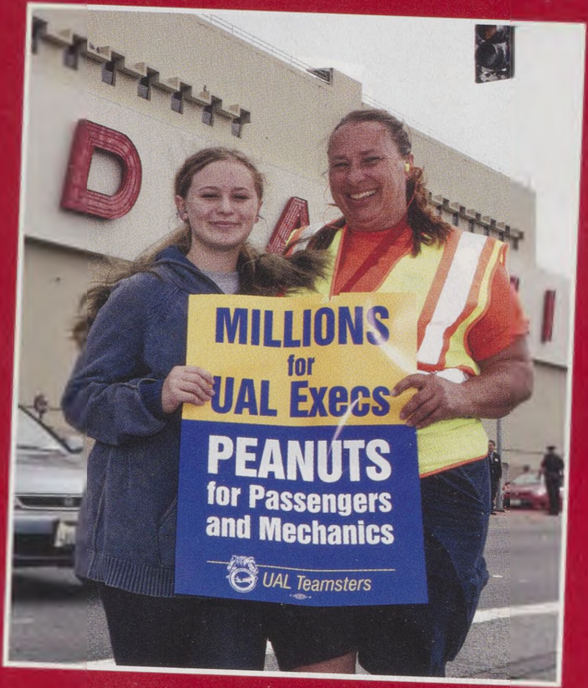
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PEANUTS for Passengers and Mechanics
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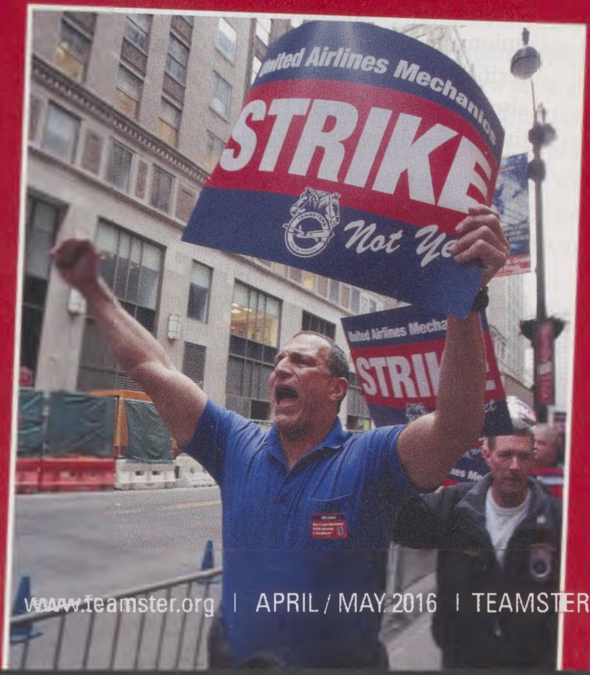

MORE TECH TEAMSTERS

WeDriveU Workers Join Local 853

Organizing victories in the tech industry are keeping the Teamsters Union electrified.

Local 853 announced recently that 110 drivers for WeDriveU, a transportation company that shuttles employees for Facebook, Google and other tech companies, have gained Teamster representation.

WeDriveU recognized Local 853 as the drivers' union after an independent third-party arbitrator verified the union's majority standing. The company also recognized Local 117 in Seattle as the representative for Facebook and Google drivers at the same time.

"We appreciate that WeDriveU has respected the rights of these drivers to be represented by a union of their choice. This is a good thing for the company, the drivers and Google, who will get well compensated drivers who will be experienced and safe in transporting Google's valuable employees," said Rome Aloise, International Vice President and Secretary-Treasurer of Local 853 in San Leandro, Calif.

"We expect to continue to level the playing field for all these drivers so that they all have good wages, benefits for themselves and their families, and something to put away for the future. This is another step toward bringing the entire industry up to these standards," Aloise said.

In December 2015, Facebook drivers with WeDriveU, who are members of Local 853, negotiated a strong first agreement securing wage increases, health care benefits, retirement and numerous other gains and protections.

The Teamsters Union is part of a growing movement of labor, faith and community-based organizations and workers challenging income inequality in Silicon Valley through an innovative partnership called Silicon Valley Rising. For more information, visit http://siliconvalleyrising.org.

For more information on tech worker organizing with the Teamsters, visit http://teamster.org/tech-drivers-deserve-union.

LOCAL 166

Ardent Mills

California millers, lab technicians, warehouse and maintenance workers knew they had the right ingredients to win Teamster representation at Ardent Mills. After years of making and handling flour for the company's milling center in Colton, Calif., the 24-person unit stood strong in their fight for a voice on the job, overcoming management's tough opposition to join Local 166 in Bloomington, Calif.

"We have had a hard time with a supervisor and we needed to form our union to begin getting treated fairly," said Raul Alvarez, a lead worker on the organizing committee and three-and-a-half-year employee for the company. "Our health insurance is also very, very expensive. I pay $320 a month out-of-pocket for a family plan with very high co-pays."

In addition to better health care, the 24-worker bargaining unit is also looking to put an end to favoritism and unfair work rules, said Joe Maae, a business agent and organizer with Local 166.

"They need fair, consistent work rules and better benefits. Some workers are required to do other jobs and they are paying a lot out of pocket each month on health care," Maae said.

Local 166 Secretary-Treasurer Mike Bergen is looking forward to negotiating a contract for his new members at the Ardent Mill's bakery-mix center.

"The workers are desperately seeking respect and fairness on the job and we will work hard to negotiate a contract that addresses their needs at Ardent Mills," Bergen said.

LOCAL 337

US Foods

Domicile drivers at US Foods in Kalamazoo, Mich. recently voted to join Local 337. The drivers voted more than 70 percent in favor of representation, joining more than 200 US Foods drivers and warehouse workers in Novi, Mich. who are already members of Local 337.

"This is a tremendous victory for our members, the local and the International Union in our joint goal to organize Sysco and US Foods locations nationwide," said Local 337 President Mike Martin. "We thank the US Foods domicile drivers for supporting our union and look forward to representing them in the rich tradition of the Teamsters."

"This was really a group effort which helped secure an important victory," said Local 337 Secretary-Treasurer Pat Dougherty. "It was very tough, as the company fought our campaign. However, in the end the truth about our union prevailed as workers voted to take charge and improve their workplace by joining the Teamsters Union."

US Foods mounted an aggressive anti-union campaign to dissuade workers from supporting Local 337. However, to their credit, the drivers rebuffed the company, stayed united and got the union they wanted.

LOCAL 554

Red Cross

Red Cross employees in Omaha, Neb., recently voted to join the Teamsters.

Fifty-seven mobile Red Cross blood collection agents based in Grand Island and North Platte, Neb., selected union representation when the ballots were tabulated on Dec. 18, 2015.

The phlebotomists, collections specialists, technicians, mobile unit assistants and apheresis employees voted 39-13 in a combined election to join Local 554.

"Everyone is thrilled for these workers," said Scott Uteck, a business agent with Local 554. "They stuck together and their strength will be rewarded with their first contract. We congratulate them, and especially everyone on the organizing committee, for all of their hard work and dedication that led to this successful effort."

"We have a newfound confidence at work knowing the Teamsters have our back to negotiate and enforce a contract that protects our employment interests," said Courtney Sklenar, a Red Cross collection specialist based in Grand Island.

LOCAL 166

Ozark Automotive Distributors

For half a decade, workers at a warehouse in Moreno Valley, Calif. have gone without union representation despite voting in favor of joining Local 166 in 2010. Now the 65 warehouse workers and drivers of Ozark Automotive Distributors, who stock and deliver supplies to O'Reilly Auto Parts stores, can finally call themselves Teamsters. An election held on Jan. 8 resulted in a majority voting in favor of joining the union.

"This has been an epic fight for these workers and our local but we prevailed at every turn," said Mike Bergen, Secretary-Treasurer of Local 166 in Bloomington, Calif. "The company fought tooth and nail to prevent the workers from having the Teamster representation they voted for but the workers at the warehouse held strong throughout the five-year saga."

The workers first reached out to the union after the company changed the pay format from hourly to piecemeal. A majority voted in favor of the union in a 2010 election but the company filed objections with the National Labor Relations Board (NLRB). After the NLRB ruled against the company, Ozark took the board's decision to court, losing one appeal after the other as the case went all the way up to the Supreme Court.

Even after the Supreme Court ruled against it, the company remained obstinate. Local 166 then withdrew several objections it had filed against the company, prompting the NLRB to call for a new election this year. Once again, the workers voted in support of the union, putting an end to the years-long struggle for representation.

"It feels great. It's such a relief to finally have our union after five long years of sticking together during all the appeals," said Robert Castilleja, a six-year driver at the company.

SANITATION Salvation

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Norman Williams, a longtime sanitation worker in Memphis, Tenn., knows the union-busting playbook all too well.

As a 13-year employee at Waste Management Inc. (WMI), the largest for-profit firm in the privatized world that makes up the current U.S. waste industry (commonly known as Big Trash), he has witnessed the company's vicious anti-union campaigns firsthand—and he has suffered greatly because of it.

Nearly a decade ago, management at Williams' Memphis WMI facility waged an aggressive, anti-union campaign to convince drivers to vote against their best interests by decertifying Local 667 in Memphis as their bargaining agent.

On several occasions, Williams said the company even flew in top officials for captive audience meetings, forcing the drivers to sit and listen to their false narrative as they painted two very inaccurate pictures of each possible outcome—by voting their union out, they could increase their pay and keep their benefits; by voting to keep their union, they could only lose.

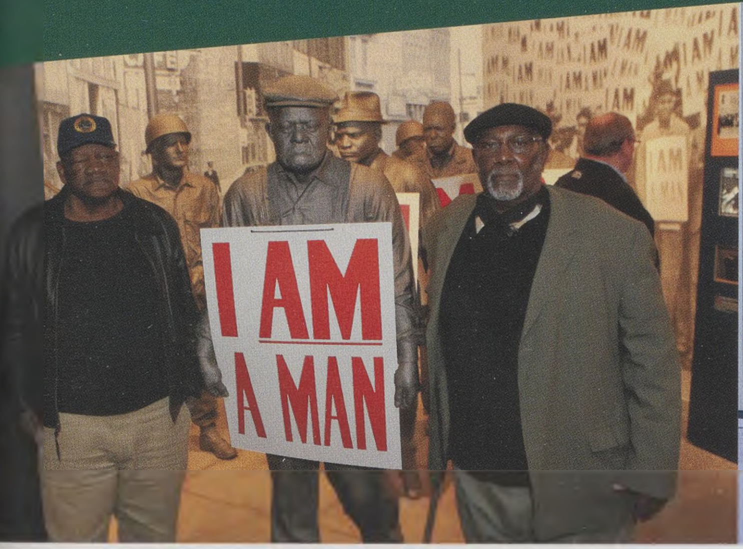
"They told us we would make more under a new incentive program and that only by voting the union out would we be able to keep our same pension and benefits," Williams said. "I knew better than to trust the company. Unfortunately, a lot of the other drivers got duped by all their lies, especially after they said they would stop matching workers' 401(k)."

Tensions within the unit quickly grew and the company took full advantage.

Division and Decline

For Williams' WMI co-worker Ronald Collins, a nine-year roll-off driver at the company, the final nail in the coffin came when the company began pitting commercial drivers and roll-off drivers against one another.

"Once they divided us and drove us apart, it was over. They had the votes they needed to get the Teamsters out. Things went



downhill almost immediately," Collins said.

Following decertification, the company unveiled their highly-touted "incentive" program, which proved to be nothing more than a disastrous accountability measure that allowed management to cut the drivers' hourly wage rates when trucks broke down—a common occurrence at the Memphis facility.

For Williams, the new program was more of a concession plan than an incentive plan—a game of "gotcha," as he put it.

"If your truck broke down, it was your fault, and on your dime. Every year it became a bigger problem, and every year we lost more money," he said. "Drivers were losing huge sums of money. My earnings show I earned a total of $20,000 less than when we had a union contract during the last two years."

Unless drivers cut corners and risked safety, they could only lose money, noted Williams. As a result, turnover increased, causing instability within the workforce.

"Pay went way down and turnover went way up. It was like a revolving door," he said.

From Wasteland to Graceland

As conditions worsened and frustrations within the unit grew, Williams and Collins quietly began the campaign to re-unionize.

"Once we had majority support, Norman and I reached out to Local 667 to get things started," Collins said, noting the unit rallied behind the campaign slogan: "Trucks break, we stay broke."

The 37-worker unit remained strong, uniting against yet another anti-union assault by the company to disrupt the organizing effort.

"They held meetings and brought their top people in from across the country, just like in 2008," Williams said. "This time we knew better, and we had the community on our side to give us moral support."

In the weeks leading up to the November vote, the WMI drivers gained public support, raising awareness and adding strength in their fight for justice. After their story appeared in the local paper, they were joined by student activists and campus workers at the University of Memphis, as well as civil rights activists Alvin Turner and Baxter Leach—two of the original strikers from the historic 1968 Memphis sanitation strike.

Commercial drivers and roll-off drivers were finally united, working together as a unit in anticipation for their November vote to become Teamsters again.

Hazardous Warning, Cautionary Tale

Serving as an election monitor on the union side, Williams sat anxiously as his co-workers made their way into the same company trailer—oddly enough, the same venue as their decertification vote nine years before—to cast their ballots for union representation. This time, however, the odds were in the workers' favor, a decisive margin of victory to rejoin Local 667.

Both Williams and Collins hope their (re)organizing victory will serve as a cautionary tale to workers facing anti-union efforts from their employer.

Both drivers have since become shop stewards for the unit—Williams for commercial drivers, Collins for roll-off drivers—and are currently working alongside Local 667 staff to negotiate a Teamster contract that puts an end to the so-called incentive program and bring drivers fair wages and work rules.

"Sanitation workers perform one of the most dangerous jobs in America, and they deserve union protection," said Ronnie Parkinson, Secretary-Treasurer of Local 667. "No company should interfere, manipulate or threaten them from voting for protection in the workplace, especially in the waste industry."

"Memphis has a proud history of standing up for sanitation workers," said Local 667 Business Agent James Jones. "It was incredible to receive the support of the community throughout the organizing campaign."

AGREEMENT BRINGS JET OPERATIONS TO AIRLINE

Teamster Pilots at Horizon Air Ratif

Horizon
BOMBARDIER
Q400

Teamster pilots with Horizon Air who are members of Local 1224 in Wilmington, Ohio, voted by a 2-1 margin to ratify a collective bargaining agreement that will bring jet flying back to the airline. There are approximately 576 Teamster pilots at Horizon Air.

The agreement will provide for pay increases throughout the life of the agreement and provides for the implementation of a preferential bid system (PBS) with language that is the best in the regional industry and on par with that at major airlines.

The vote to ratify the tentative agreement happened shortly after Horizon's parent company, Alaska Air Group, said it expects to place an order for 30 large regional jets in the first quarter of 2016. The fleet will transition from an all-turboprop to a mixed jet/turboprop fleet.

Expanding Workforce

On February 8, Alaska Air Group announced that they will be purchasing regional jets and are in talks with Bombardier (CRJ-900) and Embraer (E-175). The company has not placed an order with either company but expects to announce their decision shortly. The jets are expected to enter service in the first quarter of 2017 and will vastly expand regional service for the airline, operated by Horizon Air.

According to the International Air Transport Association, the airline industry is expected to service over 3.8 billion passengers in 2017, the result of demand for the industry growing by over 30 percent in the past five years. These will be a boon for regional carriers like Horizon, who will likely need to expand its workforce to keep up with passenger demand. Thanks to the

ifgreement

new agreement, the Teamsters now have access to that growing work.

"It was really important to get the jet work back into the contract," said Capt. John Owens, a nine-year pilot at Horizon Air. "This work will allow the union to grow and flourish for years to come as the industry expands."

Owens and other pilots at Horizon Air are also pleased with the inclusion of language that clarifies work rules and hours for reserve pilots, a major improvement in work conditions.

"The new rules surrounding reserve pilots and their hours will mean a major increase in my quality of life," Owens said. "These rules came about because of the strength the Teamsters displayed in negotiations. I was really pleased and impressed at how the union representatives handled themselves and our business in negotiations. They came in at a point where morale was quite low. Layoffs were a distinct possibility. The company had agreed to a preliminary agreement, but then pulled the rug out from underneath us at the last minute and renounced their end of the bargain."

Negotiating Committee Works Together to Achieve Goals

Owens and other pilots on the Horizon Executive Council Negotiating Committee worked extensively with Teamster representatives, who brought lots of positive energy to the negotiating table. This marked a change in momentum for the negotiations, a change that resulted in the agreement and ratification of an eight-year agreement.

"This contract saved jobs and guaranteed Teamsters long-term employment," Owens said. "I'm quite grateful that I will continue to work under a Teamster contract for the next eight years and that I've got the strength of the union behind me."

The contract provides wage increases across the board for the life of the agreement. To Teamsters like Brian P. Miller, a check airman at Horizon and a captain since 2012, a raise goes a long way for his family.

"The ratified contract gives me and my family stability in what would've been a potentially economically rocky future without steady employment," Miller said. "This contract is a fantastic investment for regional airliners. This new agreement, coupled with the jet announcement, will allow younger pilots to come to Horizon Air for a lengthy, satisfying career."

Unity

"This wouldn't have been possible without the unity that the committee displayed during negotiations. The committee handled negotiations exceptionally and they had the full support of the bargaining unit," Miller said. "I'm happy that I'm going back to work under the new agreement, and I'm even happier that I'm able to help support my family with my union job."

"I want to commend Local 1224 and the negotiating committee for their hard work at the table that led to this strong agreement. We look forward to continuing to work together as a team to ensure that all pilots at Horizon Air are represented to the fullest," said Capt. David Bourne, Director of the Teamsters Airline Division.

"The Horizon pilots have been in negotiations with the company to bring jet flying back to Horizon Air for some time," said Daniel C. Wells, President of Local 1224. "It has been the union's position that jet flying is a good business decision for Horizon Air and enables the company to offer a better product to its customers. We are happy that we were able to work with the company to find solutions for growth that meet the needs of the pilots and the company alike."

PENSKE
Truck Rental
EZEQUIEL

EZ DOES IT

LOCAL 495 MEMBER BRINGS INNOVATIVE TEAMSTER SPIRIT TO THE WORKPLACE

Confucius said: "The mechanic that would perfect his work must sharpen his tools," but he failed to mention what to do when the tools are not available. Fortunately, one mechanic had the knowhow to think outside the box, sharpening his ingenuity to create a tool of his own in the name of a more-perfect workplace.

Such is the story of Local 495 member Ezequiel “EZ” Carrillo, a Penske mechanic in Fontana, Calif. During his 15 years working as a mechanic, Carrillo has witnessed his fair share of pinched hands and fingers installing axles.

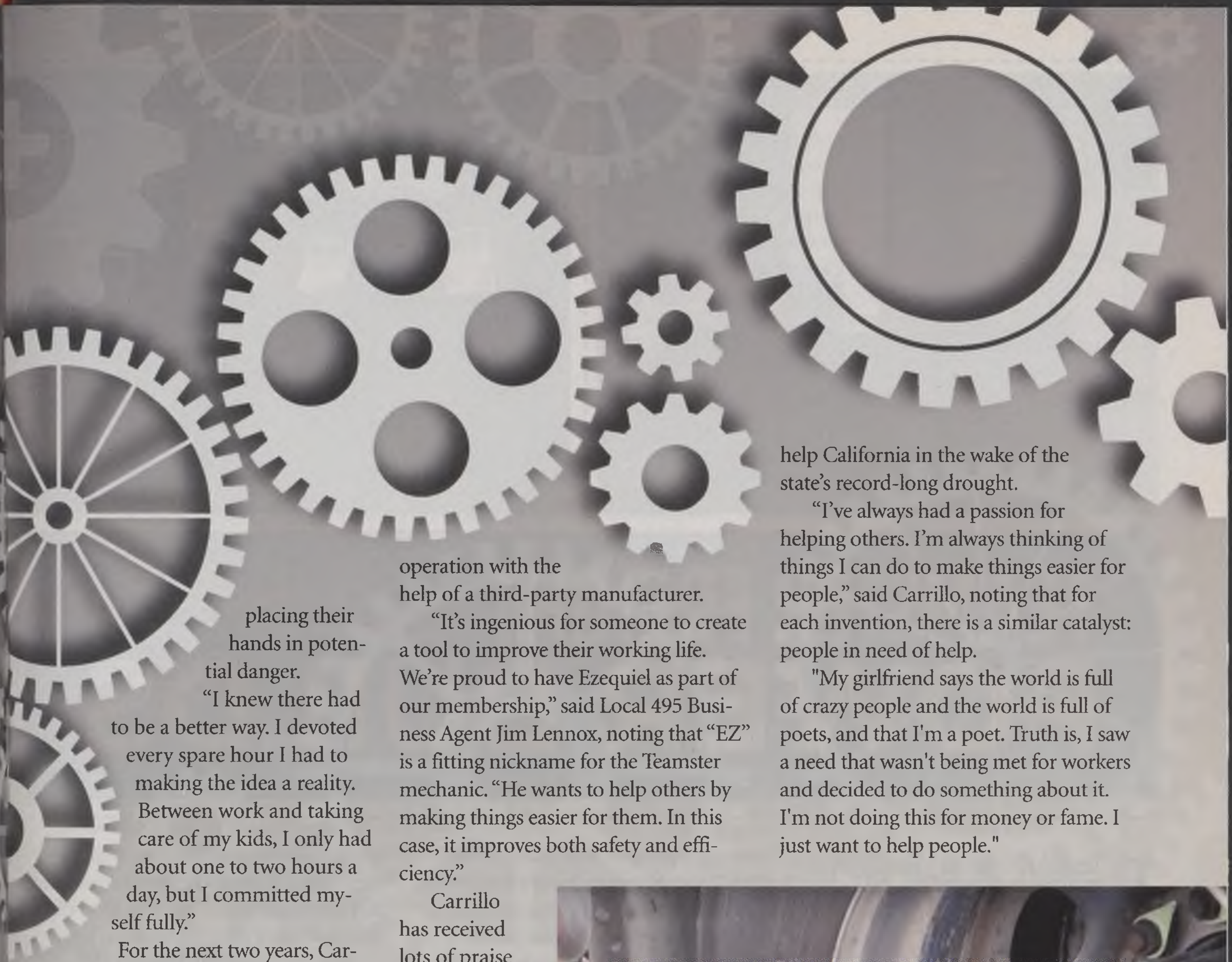
Mechanics have long risked injury assembling machinery by hand, especially when installing big rig axles, explained Carrillo, and they have long needed a tool to protect them on the job.

“We’ve all had some kind of accident installing axles. I’ve had a few minor ones myself, but nothing major. A lot mechanics haven’t been as lucky,” he said, explaining how the 90-plus pound axles can inflict severe injury to workers whose fingers get pinched in the process.

“We have the tools to remove them, but nothing to install them. When mechanics have to stick their fingers in a tight spot between pieces of heavy machinery, accidents are bound to happen.”

Every day, mechanics put their fingers on the line to install the heavy axles. And every year, thousands of mechanics get pinched in the process. All too many mechanics, including several of Carrillo’s fellow Penske mechanics, have the scars and missing fingers to prove to it.

After a co-worker broke two fingers installing an axle, he decided to take matters into his own hands. An avid tinkerer and inventor since childhood, Carrillo said he went home and buried himself in his garage, devising a much-needed tool to prevent mechanics from



placing their hands in potential danger.

"I knew there had to be a better way. I devoted every spare hour I had to making the idea a reality. Between work and taking care of my kids, I only had about one to two hours a day, but I committed myself fully."

For the next two years, Carrillo searched through scrap yards and tinkered in his garage, welding and cutting and assembling. Piece by piece, the device began to take shape, designed to protect mechanics from injuries. It also aimed to increase efficiency, allowing for a faster installation process.

"I could visualize the final product in my head—I knew how it would work, I just didn't know where to find all the parts. Each piece was like a scavenger hunt, and the assembly was a trial-by-error process."

A Helping Hand

In March 2015, Carrillo debuted the EZ Axle Installer (patent pending), a heavy-duty installer for large trucks that allows mechanics to guide and maneuver the axle without touching—or hurting—their fingers. He has since trademarked it and is currently working to expand his operation with the help of a third-party manufacturer.

"It's ingenious for someone to create a tool to improve their working life. We're proud to have Ezequiel as part of our membership," said Local 495 Business Agent Jim Lennox, noting that "EZ" is a fitting nickname for the Teamster mechanic. "He wants to help others by making things easier for them. In this case, it improves both safety and efficiency."

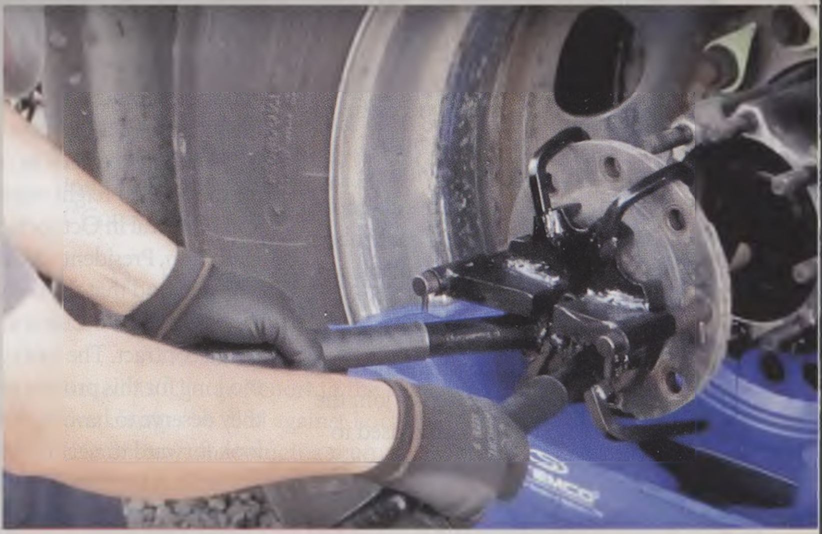
Carrillo has received lots of praise from his co-workers, too.

"I've had mechanics come up to me after seeing it and say, 'Man, where were you 25-30 years ago?' And they'll show me their scars or missing finger tips," Carrillo said. "I'm surprised no one thought to invent it sooner. It could have prevented all kinds of injuries."

This is not Carrillo's first invention. He previously devised a tool to help a friend who had hurt his back put on his socks without bending. He has also created a tool for conserving water, saving seven gallons a day "and then some" to help California in the wake of the state's record-long drought.

"I've always had a passion for helping others. I'm always thinking of things I can do to make things easier for people," said Carrillo, noting that for each invention, there is a similar catalyst: people in need of help.

"My girlfriend says the world is full of crazy people and the world is full of poets, and that I'm a poet. Truth is, I saw a need that wasn't being met for workers and decided to do something about it. I'm not doing this for money or fame. I just want to help people."



After appearing in Local 495's magazine in January, Carrillo received a call from another member looking for help. As always, he jumped at the opportunity.

"I love when people come to me with an idea for something. I do whatever I can to help make it happen. If you can think, you can do it."

13'6" HIGH
Con-way
TEAMSTERS
LOCAL 445

Con-way
XPO LEAVING US IN THE DARK!

TEAMSTER FREIGHT POWER BUILDS

FedEx Freight, XPO/Con-way Workers Demand Change

The Teamsters organizing campaigns in freight at XPO/Con-way and FedEx Freight are going strong, with a recent major court ruling, growing a national network of worker activists and successful nationwide days of action leafleting by members at terminals nationwide.

In early March, a federal appeals court enforced a decision of the National Labor Relations Board and ordered FedEx Freight to recognize and bargain with Teamsters Local 71 in Charlotte, N.C. and Local 107 in Philadelphia, where members in separate elections had voted to join the Teamsters. FedEx Freight had refused to recognize the NLRB's bargaining unit determinations and the resulting union election victories. This decision is a major win for Teamsters at FedEx Freight.

"We can't be happier, this is a pivotal moment in this fight," said Bobby Barry, a driver at FedEx Freight in Charlotte. "It really has boosted everybody's confidence. We look forward to negotiating a contract."

"We have a very strong group of FedEx Freight workers at Local 71 who want a contract," said Steve Bess, Local 71 President. "After this ruling, I sent a letter to the company demanding that we negotiate a contract that will protect our members and their families. These workers deserve the security of a Teamster contract."

"This latest victory in court is good news for the FedEx Freight workers who voted to join our local in October 2014," said Bill Hamilton, President of Teamsters Local 107. "We demand that the company abides by this latest court decision and agrees to bargain a contract. The workers have waited far too long for this process to play out and they deserve to have their voices heard. We look forward to negotiating a strong contract that addresses their needs."

XPO/Con-way

At XPO/Conway, two more days of action that include national leafleting events took place in February and March 2016.

"We have been following the International Union's lead, and we have been out doing whatever is necessary to reach out to the XPO/Con-way workers," said Ed Thompson, President and business agent at Local 776 in Harrisburg, Pa. "We are doing whatever is necessary to gain contacts with workers and grow a committee and ultimately get our facilities to an election to secure a voice for these workers."

With the recent purchase of Conway Freight by XPO Logistics, multiple divisions within the Teamsters are working together to take on this new giant in transportation.

"Our campaigns are expanding at both companies and the recent FedEx Freight ruling gives us even more momentum," said Tyson Johnson, Director of the Teamsters National Freight Division. "Our local unions and members have been doing a terrific job."

The Teamsters are making history at both companies, with organizing, first-ever national days of action, nationwide engagement and interaction with the workers and the bargaining process that's under way. The union has also filed unfair labor practices charges, is involved with federal court cases, is building nationwide activist committees, is conducting freight member organizing trainings at locals across the nation, launching shareholder resolutions and other ongoing steps.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board

Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: February 17, 2016

I. INTRODUCTION

The following is Report Number Three of the Independent Review Board for 2016 regarding activities conducted pursuant to the Consent Order. In this Report we will provide the status of 4 New Charge Reports and updates on three existing Charge Reports and five Trusteeships.

By the time this report is published the Independent Review Board will have completed its responsibilities under the Consent Decree on February 17, 2016. All open IRB cases and active investigations of the Chief Investigator have been transferred to the Independent Disciplinary Officers (IDO) appointed by the International in accordance with the Court's agreement and order dated February 17, 2015.

Those appointed by the International were Joseph E. diGenova as Independent Investigations Officer and Benjamin R. Civiletti as Independent Review Officer. The IDO will continue to keep the membership informed through these reports.

II. NEW CHARGES

A. PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7 ROME ALOISE

On February 10, 2016, the Independent Review Board issued its Charge Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise ("Aloise"), an International Vice President, President of Joint Council 7, and Principal Officer of Local 853, for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. §186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It is also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws and bringing reproach upon the IBT in violation of Article II, Section 2(a) of the IBT Constitution through allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund.

It is also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C.§481(g); attempting to deny members' LMRDA rights to free speech, to sue and to fair hearings; breaching his fiduciary duties under 29 U.S.C. §501(a) by, among other things, failing to act to end a Local officer's known failure to comply with instructions from the General Secretary-Treasurer's office for political reasons in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (10) of the IBT Constitution.

B. LOCAL 853, SAN LEANDRO, CALIFORNIA, MEMBER CHARLES BERTUCIO

On February 11, 2016, the Independent Review Board issued its Charge Report to the IBT General President recommending that a charge be filed against former Local 853 member Charles Bertucio ("Bertucio") for bringing reproach upon the IBT and violating the IBT Constitution by knowingly engaging in a scheme to become and remain a member when he was not eligible in violation of Article II, Section 2(a) and Article XIV, Section 3 and Article XIX, Section 7(b) (1) and (2) of the IBT Constitution.

C. LOCAL 853, SAN LEANDRO, CALIFORNIA, MEMBER LISA RAMSEY

On February 11, 2016, the Independent Review Board issued its Charge Report to the Local 853 Executive Board recommending that a charge be filed against Local 853 member Lisa Ramsey ("Ramsey") for failing to cooperate with the IRB by unreasonably failing to answer a question at her IRB sworn examination on October 13, 2015. By her actions, while an IBT member Ramsey violated Article II, Section 2(a) and Article XIX, Sections 7(b)(1) and (2) and Section 14(i) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the IRB in performance of its duties as set forth in Paragraph G of the March 14, 1989 Consent Order in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.) ("Consent Order").

D. LOCAL 50, BELLEVILLE, ILLINOIS, MANNY QUINTERO

On February 11, 2016 the Independent Review Board issued its Charge Report to the General President recommending that charges be filed against Local 50 member Manny Quintero ("Quintero") for bringing reproach upon the IBT through threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office, support the candidate of one's choice, free speech and assembly. In a telephone message left on the personal mobile phone of the wife of another Local 50 member, Quintero threatened that retaliatory actions would be taken against her member husband, such as getting "nailed" and having "his job taken away from him" for "meddlin' in Teamster business", if he was involved in Local political activity in opposition to the incumbents. (Exs. 4-5)

By his actions, it appears that Quintero, while an IBT member, violated Article II, Section 2(a) and Article XIX Sections 7(b)(2) and (10) of the IBT Constitution by threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office and support the candidate of one's choice.

III. PROGRESS OF EXISTING CHARGES

A. FORMER GRAPHICS COMMUNICATIONS LOCAL 51-23M, NEW YORK, NY PRESIDENT AND PRINCIPAL OFFICER JOSEPH GURRIERI

On July 23, 2015, the IRB issued a Charge Report, against Joseph Gurrieri, to IBT General President Hoffa. By his conduct, while an IBT member, principal officer of Local 51-23M and Trustee of the Funds, between December 2008 and January 2012, Gurrieri appears to have engaged in a pattern of bringing reproach upon the IBT, breaching his fiduciary duties and embezzling $45,556 from the Local and its four affiliated benefit funds.

On July 27, 2015 IBT President James P. Hoffa determined to file the charge and schedule a hearing. On September 1, 2015, General President Hoffa issued notice of the scheduled September 30, 2015 hearing.

On September 23, 2015, prior to the scheduled hearing the IBT submitted to the IRB an Agreement, to a permanent bar and restitution of $45,556 to the Local, signed by Gurrieri.

On November 17, 2015 the IRB approved the Agreement and submitted it to the Court by Application 181 on November 18, 2015.

On November 30, 2015 Judge Preska approved the Agreement and Granted Application 181, closing this case.

B. OHIO CONFERENCE OF TEAMSTERS, CINCINNATI, OHIO TRUSTEESHIP RECOMMENDATION

On September 25, 2015 the IRB issued a Trusteeship Recommendation to IBT General President Hoffa because the IRB's Investigation found that the Conference was not being conducted in accordance with the International Constitution or for the benefit of its members.

The Conference spent, at least, 70% of members' money for the benefit of its officers, employees and other Local officers and in spending funds without required approval under the Bylaws. Without appropriate Board approvals under the guise of some over half-century written agreement its officers spent 16% of revenues under an alleged retainer agreement to pay legal expenses locals' incurred to a select law firm in violation of the Bylaws. In total, over 20% of its revenues annually flowed to this one law firm without required Board approval.

The Conference spent nothing on members' education or providing statistical information to support the best possible service to the membership in collective bargaining which were claimed objectives for its existence in its Bylaws. It failed to perform its specific obligation in its Bylaws concerning retaining and reviewing collective bargaining agreements. It failed to follow basic financial controls that the Constitution, its Bylaws, IBT policies and federal labor laws imposed on it.

On October 6, 2015, the IBT General Counsel informed the IRB that the IBT intends to place the Ohio Conference in Trusteeship.

On October 28, 2015 the IBT imposed a Temporary Emergency Trusteeship over the Conference.

C. LOCAL 25, BOSTON, MASSACHUSETTS, MARK HARRINGTON AFFIDAVIT & AGREEMENT

A scheduled sworn examination for October 15, 2015, concerning elements in an indictment as well as other matters was postponed at the request of Counsel for Mr. Harrington to October 29, 2015. However, on October 28, 2015, prior to the date for the sworn examination, Harrington's signed Affidavit and Agreement to permanently retire and resign from the teamsters was submitted to the IRB.

On November 17, the IRB approved the Agreement, and submitted it to the Court on November 18, 2015 by Application 182.

On November 30, 2015, Judge Preska Approved the Agreement and Granted Application 182, closing this case.

D. LOCAL 400, CLEVELAND, OHIO, TRUSTEESHIP RECOMMENDATION

On November 24, 2015, the Independent Review Board issued a report to the IBT General President recommending that a trusteeship be imposed upon Local 400, Cleveland, Ohio, pursuant to Article VI, Section 5 (a) of the IBT Constitution because Local 400 is not being conducted in accordance with the International Constitution, and it is necessary to correct financial malpractice.

The Local has a principal officer ineligible to hold that office under the IBT Constitution. Both the Forms LM-2's and LM-3 it filed with the Department of Labor and the Trustee Reports it filed with the International Union understate its liabilities. Despite having current obligations owed to a fund that went unpaid, the Local made discretionary donations.

On December 12, 2015 General President Hoffa appointed his personal representative to the Local.

E. LOCAL 456, ELMSFORD, NY, TRUSTEESHIP

On January 4, 2016 General President Hoffa Released the Local from Trusteeship.

F. LOCAL 710, MOKENA, ILLINOIS, TRUSTEESHIP

The Local remains in Trusteeship.

G. LOCAL 731, BURR RIDGE, ILLINOIS, MEMBER LOLITA DETTMERING

A sworn examination was scheduled for November 6, 2015. Mrs. Dettmering refused to appear for her sworn examination. By her actions, it appears that, while an IBT member, Dettmering violated Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) and Section 14(i) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IRB as set forth in Paragraph G of the March 14, 1989 Consent Order in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.).

On November 19, 2015 a Charge Report was issued to the Executive Board of Local 731, recommending that a charge be filed against Lolita Dettmering for failure to cooperate with the IRB. The Local scheduled a Hearing of this matter for January 8, 2016. Prior to the start of the hearing, Mrs. Dettmering determined to permanently resign from Local 731 and the Union and signed an affidavit and agreement. The Executive Board"s decision was to accept Mrs. Dettmerings permanent resignation and agreement.

On February 17, 2016 the IRB sent the Local 731 Executive Board a letter stating the IRB **found** their decision to be not inadequate, closing this case.

H. LOCAL 1150, STRATFORD, CONNECTICUT, TRUSTEESHIP.

The IBT released this Local from Trusteeship January 5, 2016.

IV. TOLL-FREE HOTLINE

Since our last report to you, slightly over 2 months ago, the hotline has received approximately 62 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Since its inception in 1992 the hotline has received over 50,000 calls. Many of the calls were helpful and concerned current investigations while others provided new information on wrongdoing. The IRB wishes to express its appreciation to the membership for their participation. The IDO will continue the hotline and all information received will be forwarded to the Independent Investigations Officer.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked room on a dedicated line and accessed only by an IDO staff member. The recorded information, if complete and within jurisdiction, is forwarded directly to the Independent Investigations Officer. Please continue to use the toll-free hotline to report improprieties which fall within IDO jurisdiction by calling 1-800-CALL-472(800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As stated in the beginning of this report the IRB ceased operations on February 17, 2016 and was replaced by the IDO. The task of the IDO is to ensure that the goals of the Consent Order and Agreement are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, use the IDO facsimile number 202-434-8084, or write to either the IDO Independent Investigations Officer or the Independent Review Offier at the IDO office:

Hon. Joseph E. diGenova
Independent Investigations Officer

Hon. Benjamin R. Civiletti
Independent Review Officer

Office of the Independent Disciplinary Officers
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 7

DELEGATE ELECTION SEASON – CONVENTION NOMINATIONS – PROTESTS

Delegate Elections – March 7, 2016 was the last day for meetings to nominate candidates for delegate and alternate delegate and all nomination meetings have been completed. As a result of nominations, 84 local unions (of 461 bodies with the right to nominate delegates) have contested delegate elections. Updates on the status of delegate elections are regularly posted to www.ibtvote.org.

Delegates are your voice at the International Convention. The IBT Constitution says that delegates "meet to legislate on matters affecting the entire International Union and they are not bound to follow instructions of their particular Local Unions relative to their voting." IBT Constitution, Article III, § 5(a)(4). You can contact delegates to ask about issues and candidates they will vote on, and to make your views known to the delegates. A list of delegates and alternate delegates certified as elected to the convention is posted at www.ibtvote.org, and is updated weekly as OES certifies the election results for delegates and alternate delegates. Through March 18, 2016, OES has certified 1,530 delegates and alternate delegates to the International Convention.

OES reviews each delegate and alternate delegate's eligibility status before certification. If it is determined that a delegate or alternate delegate is not eligible for seating at the convention, the individual will be notified and have an opportunity to submit evidence and an explanation to challenge the ineligibility ruling, with a right to appeal to the Convention Credentials Committee. Under the *2016 Election Rules*, Art. IV, § 4(e), however, the Election Supervisor is the final authority on issuing Convention credentials.

Delegate Convention Expenses – Delegates attending the IBT Convention are on official union business, and each local union is responsible for paying the travel, lodging, lost wages and per diem expenses for its delegates (and for alternates, if the local union plan provided for that). If a delegate or alternate delegate received employer-provided full or partial benefit fund contributions, the local union must also ensure that those contributions are not lost *because of* attendance at the Convention. OES has published an *Advisory Regarding Payment of Expenses for Convention Delegates and Alternate Delegates* explaining the obligations to cover expenses. The *Advisory* is mailed to each local, to each elected delegate, and to alternate delegates from local unions whose local union plan stated that the local union would pay Convention expenses of alternates. You can also get this *Advisory* at www.ibtvote.org.

International Officer Candidate Nominations – *Supplemental Rules* for conducting candidate nominations will be issued and posted to www.ibtvote.org in advance of the International Convention. As a brief overview, to be nominated for International office, a candidate must first be nominated and seconded (by someone other than the candidate), and the candidate must accept the nomination on the convention floor or in writing. The delegates then vote by secret ballot on the floor nominees. Floor nominations are made in the Convention's morning session; the delegates vote in the afternoon after the daily adjournment.

The delegates vote each day by secret ballot on the candidates that were floor-nominated that day. Votes are cast in an area controlled by the Election Supervisor, and candidates cannot be observers in the voting area. Each delegate receives a paper ballot, marks it in a private voting booth and deposits it in a secure ballot box. The ballots are machine-scanned and tabulated. The Election Supervisor's staff are the only personnel (apart from the individual voter) who handle printed blank ballots and voted ballots. No one will know how any individual delegate voted. No delegate can be compelled to state how he or she voted.

Candidates who receive at least 5% of the delegate votes cast from the relevant set of credentialed delegates will be nominated by the Convention. International offices that have more than one nominee after the delegate secret ballot will be put to a union-wide secret ballot in the fall.

The final delegate strength has been calculated as required by the IBT Constitution (Art. VII, § 5(b)). Here is the breakdown, by region and electing group, of the total number of Convention delegates. The 5% nomination threshold (based on the delegate strength calculation) is in parentheses after the total for each region and the whole union.

29th International Convention – Delegate Strength by Region and Units					
Region	IBT	GCC	BMWED	BLET	Total
Central	406	20	13	19	458 (23)
Eastern	415	18	6	12	451 (23)
Southern	116	4	16	12	148 (7)
Western	414	10	6	5	435 (22)
Canada	130	2	0	0	132 (7)
Total	1,481	54	41	48	1,624 (81)

The actual 5% threshold will be determined based on the number of delegate votes actually cast in the nomination balloting for each position.

The results of the nomination process will be posted on www.ibtvote.org and will also be stated in my post-Convention report.

Protests – at www.ibtvote.org you can read every ruling made on filed election protests. As of this writing 228 protests have been received and 154 decided, with the protest being resolved or granted in 37 cases, 27 challenged candidates being found eligible and 12 challenged candidates being found ineligible.

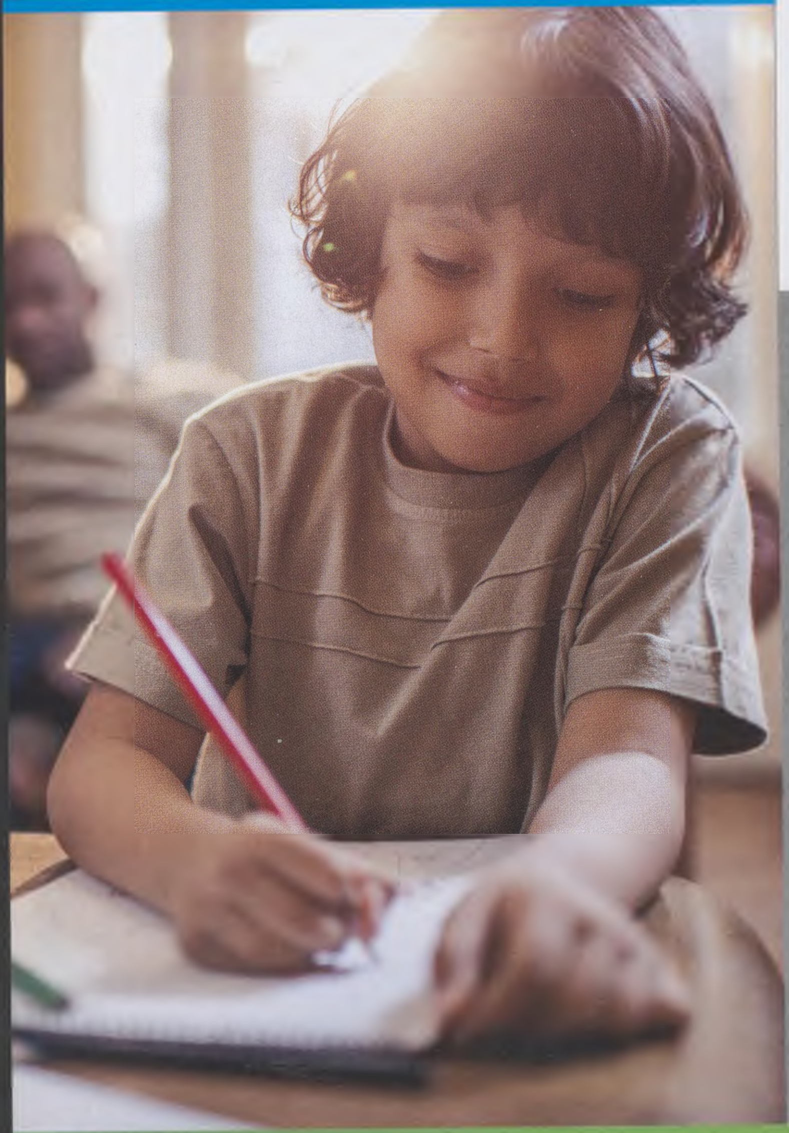
Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

2016
ESSAY CONTEST

THE JAMES R. HOFFA
MEMORIAL SCHOLARSHIP FUND



ESSAY TOPIC: *What has living in a Teamster household meant to me and my siblings?*

For an essay contest application, contact your Teamsters Local Union office or visit **http://ibt.io/JRHMSFEssay**

Deadline for submissions is
June 15, 2016

For students attending a community college, 4-year institution or a technical/vocational program, age 23 and younger, wh are the son, daughter or financial dependent of an eligible Teamster Member Relation (as defined in the application).

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JUNE / JULY 2016

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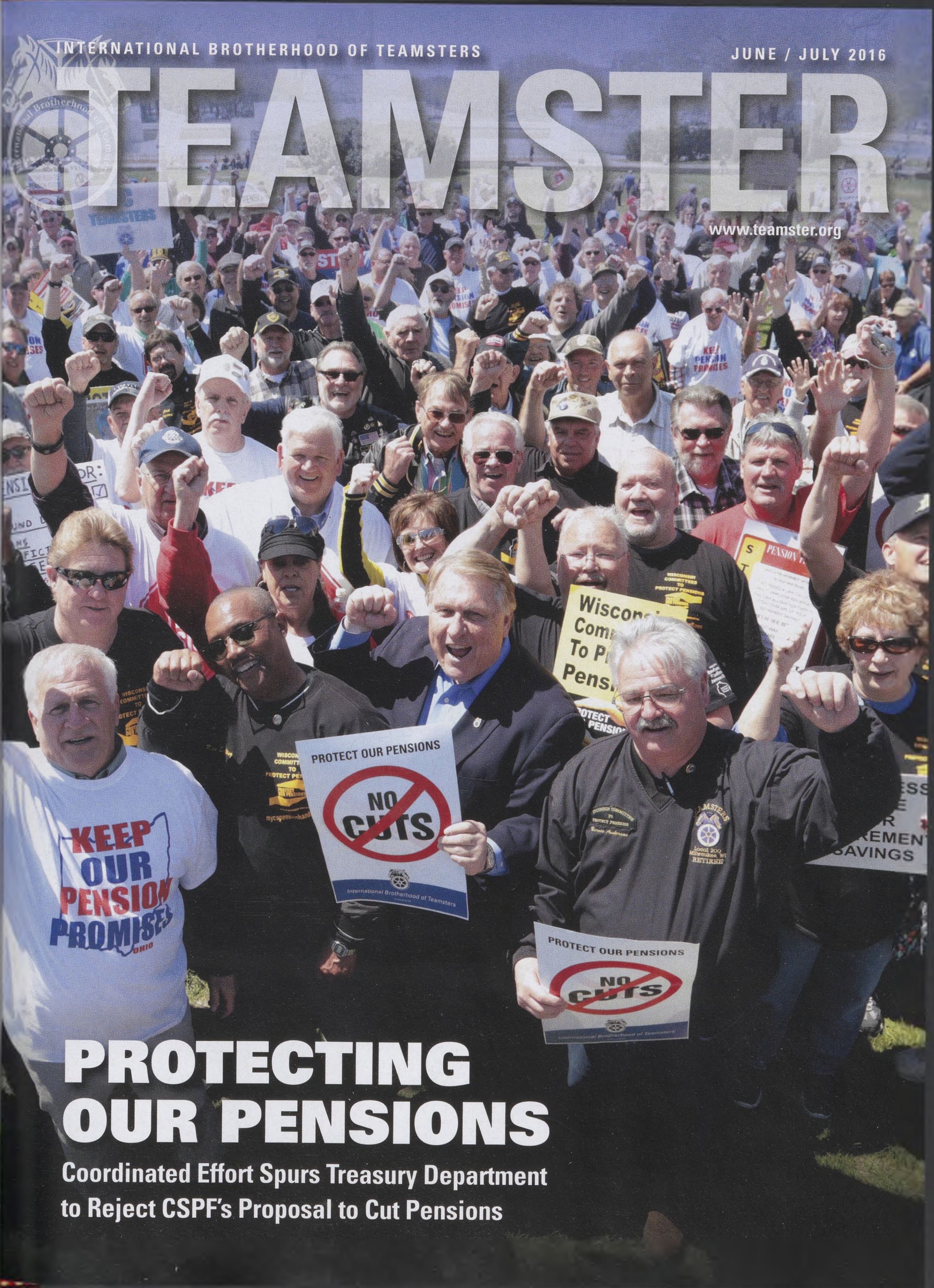
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REMENT
SAVINGS

PROTECTING OUR PENSIONS

Coordinated Effort Spurs Treasury Department to Reject CSPF's Proposal to Cut Pensions

IN THIS ISSUE

FEATURES

8 **Protecting Our Pensions**
Coordinated Effort Spurs Treasury to Reject CSPF's Proposal to Cut Pensions

12 **Driving the Future**
10 Years of Driving Up Standards

22 **eXPOsing Global Greed**
Teamsters, European Unions Fight for Justice at XPO Logistics

24 **UPS Driver Donates Kidney to Co-Worker**
Teamster Makes Life-Saving Delivery to Friend

26 **Officers, Members Benefit from Teamsters' Training**
Workshops by Training and Development Department Foster Success

Wisconsin Committee To Protect Pensions
PROTECT OUR PENSIONS
NO CUTS
8

TEAMSTER POWER
That's How We Roll!
10th Anniversary
12

eXPOsed
eXPOsé
22

2 TEAMSTER NEWS

- TPP Report Doesn't Show Why Deal i Good for Workers
- Teamster Perseverance
- Local 175 Members Stand Strong
- Teamsters Applaud New Overtime Ru
- Labriola Bakery Drivers Ratify Contrac
- US Foods Provokes Strike
- Teamsters Ratify Contract with Columbia Distributing

20 ORGANIZING

- Children's Hospital Nurses Affiliate with Teamsters
- Crestwood Police Join Local 610
- Local 1149 Welcomes Quality Assurance Workers
- More First Transit Workers Join Unio
- Local 769 Welcomes Sysco Workers
- AEG Workers Join Local 986
- Teamsters Welcome US Ecology Driv

28 IDO REPORT

32 ELECTION SUPERVISOR REPORT

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THE PENSION FIGHT

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

On May 6, Kenneth Feinberg, Special Master appointed by the Department of Treasury, announced that the Central States, Southeast and Southwest Areas Pension Fund (CSPF) application to cut the pensions of an estimated 270,000 Teamsters retirees, had been rejected.

This decision means that there won't be any cuts to retirees' pensions this July. CSPF also announced on May 19 that the fund would not resubmit an application for cuts.

Make no mistake, despite winning this battle we have a long road ahead of us. We must find a solution to the growing pension crisis that will allow members and retirees to continue to retire with dignity.

The Multiemployer Pension Reform Act (MPRA) was passed in December 2014 as part of the federal spending bill and changed 40 years of pension law that prohibited cuts to earned benefits. As a result, we will continue to see funds that qualify under MPRA as "critical and declining" apply with the Treasury to cut retirees' pensions.

We cannot allow these cuts to happen.

Pensions are a promise between workers and employers. Pension contribution rates are set by the Fund Trustees and the union then negotiates those rates as part of the contract's total economic package. Over the years, there have been many trade-offs so that when we retire, we have the safety and security of a guaranteed benefit. That promise should never be broken.

However, due to the chronic underfunding of the Pension Benefit Guaranty Corporation (PBGC), the federal agency created by the Employee Retirement Income Security Act of 1974 (ERISA) to protect benefits in private sector defined benefit plans, all of the plans currently in crisis do not have a security net.

As I write this, numerous pensions from nearly every union have declared a "critical and declining" status—the first step in applying for benefit cuts. Unless this legislation is overturned, millions of retirees and participants face the prospect of seeing their retirement benefits significantly reduced.

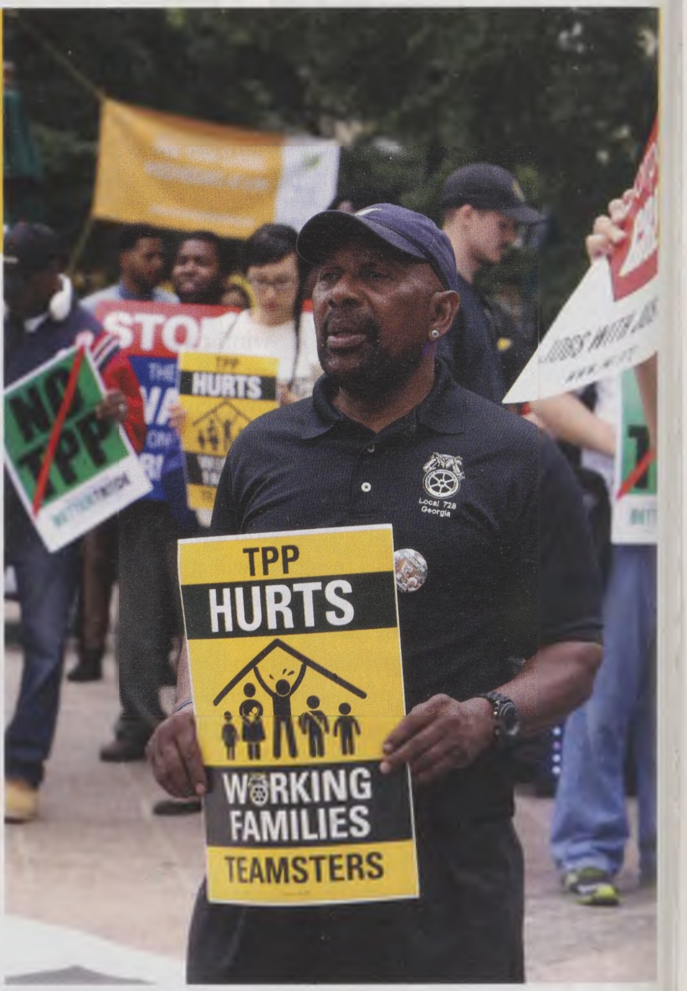
That is why every member in the Teamsters must join the fight for pension reform legislation. Congress must act now. The Teamsters Union supports legislation like the Pension Accountability Act, which addresses concerns with MPRA, and the Keep Our Pension Promises Act, which would protect workers and retirees from cuts to their earned retirement benefits.

We will continue our legislative efforts to find a viable solution to the pension crisis. This is a fight we must win!.

James P Hoffa

TEAMSTERS
Fighting to Protect Pensions

TPP REPORT VALIDATES UNION'S OPPOSITION


NO TPP
STOP
TPP HURTS WORKING FAMILIES TEAMSTERS
Local 728 Georgia

Support for the 12-nation Trans-Pacific Partnership (TPP) is tanking. More and more elected officials across the political spectrum are raising doubts about the proposed trade deal. But that isn't stopping the pact's strongest supporters from forging ahead.

In late April, U.S. Commerce Secretary Penny Pritzker released a report that for the umpteenth time attempted to make an argument for why American businesses should support this ruinous Pacific Rim agreement. She stressed it would improve global competitiveness by lowering tariffs and creating more good-paying jobs in this country.

Of course, there are plenty of numbers that show otherwise. The claim, for example, that passage of the TPP would create a tax cut for some 18,000 U.S.-made products is not the case. Analysis by Global Trade Watch found it would affect less than half of that, and even that doesn't mean there would be an increase in American exports or jobs because of it.

Meanwhile, stating that incomes will rise due to TPP is equally dubious. A Tufts University report earlier this year questions such economic growth.

"We find negative effects on growth in the United States and in Japan," the Tufts report stated. "We also find increasing inequality and job losses in all participating economies. Overall, we project the loss of 770,000 jobs, with the largest losses occurring in the United States."

The Teamsters and other fair trade advocates have long argued that the only thing likely to come out of approval of the TPP will be greater trade deficits. That's what has happened in Korea under the U.S.-Korea Trade Agreement and that is what will certainly happen here when cheaper goods are made overseas and shipped back to this country.

Luckily, more and more lawmakers in both parties are hearing the message. They are pushing back on this deal because they realize it is not good for the American people or this country's economy. The Teamsters applaud them and will remain resolute in fighting to stop the TPP while sticking up for workers.

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TEAMSTER PERSEVERANCE

LOCAL 776'S LONG FIGHT FOR WRONGFULLY TERMINATED POLICE OFFICER

TEAMSTERS
LOCAL 776

When Bree Wilson left active duty in the military, she went back home to York, Pa. not knowing what she wanted to do with her life. After taking a nonunion factory job and deciding it wasn't going anywhere, she went to the police academy and paid for it out of her own pocket.

The West York Borough Police Department hired her in 2008. It didn't take long for her to love the job.

"I quickly realized this was my niche. This is what connects me to the community," she said.

On Jan. 26, 2011, Wilson was placed on administrative leave for alleged misconduct pending an investigation. On March 4, 2011, Wilson was officially charged and placed on suspension without pay, so she filed a grievance through her union, Local 776 in Harrisburg. Charges against Wilson were dismissed two years later, but instead of being reinstated, the borough terminated her employment.

This grievance remained in limbo until Local 776 Business Agent William Olmeda actively pursued the case. Wilson said that within a few hours of Local 776's leadership being sworn in after winning the union election, Olmeda got in touch with Wilson and said he would be vigorously pursuing justice for her.

"We will always be there fighting for the rights of our members. Always. Period. We'll never back down from doing right by our membership," Olmeda said. "This was the right thing to do, so we did it."

In April 2015, it went to arbitration for a determination on a wrongful discharge. The case was heard and a decision was rendered on December 9, 2015.

The arbitration award stated that Officer Wilson was to be reinstated as a police officer and made whole for all lost wages and benefits, which will be in excess of $220,000.

"With Officer Wilson, it was all about principles," Olmeda said. "She hung in with the union and the union hung in with her."

"It started out about me, but somewhere along the line, maybe two years into this fight, I realized I was looking at the bigger picture," Wilson said. "I knew I didn't do anything wrong. I didn't want to take any deals and just let the chips fall where they may.

"I've got to give big kudos to the Teamsters," she said. "Workers in law enforcement definitely need to be united and stand together as one with a labor union. If I wasn't in a union, I would not be back at work today."

TEAMSTERS APPLAUD NEW OVERTIME RULE

RST ST NW
100
LET'S GET AMERICA WORKING!
UNION STRONG • AMERICA STRONGER

In May, the U.S. Labor Department announced its final overtime rule that more than doubles the salary threshold for which nearly all workers must receive time-and-a-half pay up to $47,476 a year.

"The Obama administration is right to move forward with this long-overdue action that raises wages and improves the lives of working families. For too long, companies have been able to take advantage of workers by relying on four-decade-old regulations that don't accurately reflect today's workplace," said Jim Hoffa, Teamsters General President. "Labor Secretary Thomas Perez should be lauded for his hard work and leadership on this issue. It's outrageous that the current salary standard has been largely stuck in place since 1975. It is great to see the administration take a stand for workers even when such a decision is opposed by big business."

This significant policy change will impact many Teamsters and raise the boats of all workers.

About 12.5 million workers nationwide could benefit from the changes, which will go a long way toward taking a bite out of the income inequality problem that continues to plague many everyday Americans who work full time but struggle to make ends meet.

The Teamsters applaud this action to improve the lives of hard-working families.

The Fight to Protect Benefits

TEAMSTERS
Teamsters Local Union No. 175

LOCAL 175 MEMBERS STAND STRONG TO WIN CONTRACT

Battles at the bargaining table require persistence and solidarity. Whether building on a previously negotiated agreement or maintaining the gains already secured under a contract, it is crucial that all Teamster members stay united and engaged in the negotiation process.

Such was the case in West Virginia earlier this year, when members at Local 175 found themselves in a contentious contract fight after their employer, Cummins Inc., announced they would be cutting the workers' benefits. The concessions proposed by the company would have had devastating consequences for the 35-worker unit, including a drastic change to the unit's health insurance plan through increased deductibles. Fortunately, West Virginia workers know how to stand strong in the face of anti-worker forces.

"We were united against any concessions to our health insurance," said Randy Canter, a 43-year employee at Cummins. "We refused to let the company take it away, and we were going to fight to keep it."

The concessions would have cut retiree health insurance, noted Canter, who feared his retirement plans would be jeopardized if he were to lose his coverage. After four decades at Cummins, he had a lot at stake.

On April 1, a week before the contract was set to expire, the Cummins workers unanimously voted to reject the company's final contract offer and authorize a strike. With pressure mounting, the company agreed to resume negotiations and stop the push to cut the workers' benefits.

"At the end of the day the company was responsive to the message and did the right thing. I hope we will continue to have a long working relationship," said Local 175 Business Agent Luke Farley.

On April 7, a strike was successfully avoided as Local 175 reached an agreement that would maintain the excellent health care coverage.

"These members understand the cost of health insurance," said Ken Hall, General Secretary-Treasurer and President of Local 175. "I applaud them for their courage and solidarity."

Maison
LABRIOLA
Artisan Breads
Est. 1993

Labriola Bakery Drivers Ratify First Teamster Contract

Local 734 Members Hold Steady to Win New Rights, Better Wages

Workers at Labriola Baking Company proved truck drivers are still the bread and butter of the Teamsters Union. After more than four years of unity, patience and perseverance, the Chicago delivery drivers have ratified their first Teamster contract. The 40-worker unit voted unanimously in favor of the new contract, ensuring the Chicago bakery workers strong protections on the job.

The bakery drivers originally voted to join Local 734 in September 2011 before being forced to bear years of delay tactics and decertification attempts by company management. But the Teamster members' refusal to give up on their rights paid off with a strong collective bargaining agreement that guarantees annual wage increases, holidays, vacations, job security and a grievance procedure.

"The drivers at Labriola never gave up the fight for a Teamster contract. Their commitment to one another, and to the labor movement, is inspiring," said Brian Meidel, President of Local 734. "Local 734 has represented bakeries and bakery drivers in Chicago for more than a century, and we couldn't be prouder to see this meaningful, hard-fought first contract ratified at Labriola."

The three-year contract includes pay raises for all workers and additional compensation for holidays, bereavement leave and jury duty. Job security language also clearly defines workers' roles and responsibilities while acknowledging their commitment to the company.

"These bakery drivers epitomize the Chicago Teamsters—tireless and determined champions of labor and justice," said John T. Coli, International Vice President and President of Joint Council 25. "As a growing Chicago company, Labriola has done very well for itself in the industry and it's gratifying to see the workers finally stake their claim to its success and its future."

WALL STREET GREED DESTROYS THE AMERICAN DREAM
#USFoodsStrike
STRIKE
US Foods
STRIKE
US Foods
UNFAIR TO TEAMSTERS LOCAL 355
JOIN YOUR BROTHERS FIGHTING AGAINST
UNFAIR TREATMENT TO US FOODS WORKERS
MARYLAND JOBS ARE FOR MARYLAND WORKERS

US FOODS PROVOKES STRIKE

Local 355, 570 Members Strike After Foodservice Giant Bargains in Bad Faith

Members of Locals 355 and 570, both in Baltimore, engaged in an unfair labor practice strike against US Foods at its Severn, Md. facility.

Nearly 200 Maryland Teamsters working at the distribution center went on strike April 27. Warehouse workers and drivers filed charges with the National Labor Relations Board alleging that US Foods has bargained in bad faith about its decision to close the Severn facility in June.

"US Foods is legally required to bargain with its workers' representatives about a possible decision to close the distribution center. Instead, the company announced that it would not bargain with us until workers agreed to concessions that would slash their compensation by more than 50 percent," said Local 355 President Denis Taylor.

"US Foods also started bringing in independent contractors to move inventory out of state. Workers took action and went on a ULP strike because US Foods left them with no other choice," Taylor said.

"US Foods is threatening to close our facility because we refuse to let the company slash our wages, abolish our retirement plan and destroy our quality, affordable family health care. They won't even bargain with us about it in good faith," said Joe Schwabline, a steward at the Severn facility.

"If we all stand together, we can stand up to US Foods and its Wall Street owners and stop their bullying," said Chris Price, another US Foods steward.

Since the Severn ULP strike began, more than 1,000 Teamsters across the country have either gone on strike themselves or honored the picket line. US Foods workers who have stood in solidarity with the Severn workers since they went on strike include Local 722 members in Streator, Ill.; Local 337 members in Wixom, Mich.; Local 264 in Buffalo, N.Y.; Local 507 members in Twinsburg, Ohio and others.

The current labor disputes are not new to US Foods. In February, more than 200 Teamsters at the Phoenix facility went on a four-day unfair labor practice strike. In 2011, an unfair labor practice strike by maintenance employees in Streator was extended to more than 10 US Foods facilities across America. More than 2,000 Teamsters honored extended picket lines during the 2011 strike.

US Foods is the nation's second-largest foodservice provider. It is owned by Wall Street private equity behemoths KKR and CD&R, which added nearly $5 billion of debt to US Foods' books when they bought it in 2007.

For the latest information on the strike, visit teamster.org.

Teamsters Ratify Contract with Columbia Distributing

CONTRACT MAINTAINS HEALTH INSURANCE AND JOB PROTECTIONS

Local 174 members who work for Columbia Distributing in Kent, Wash., have ratified a five-year collective bargaining agreement, securing key job protections and health insurance benefits.

The Teamsters and Columbia were able to avoid a strike and reach an agreement that guarantees labor peace for five years. The members ratified the agreement on May 30.

"Columbia returned to the bargaining table and we were able to reach a fair settlement that provides long-term stability for the industry and for our members without the disruption of a labor dispute," said Rick Hicks, Secretary-Treasurer of Local 174 in Tukwila, Wash. "I commend Columbia for fulfilling its legal obligation to negotiate in good faith."

Negotiations

In contract negotiations with its employees, Columbia Distributing, the Pacific Northwest's largest distributor of beer, wine and liquor products, abruptly walked away from the bargaining table in March after insisting that workers pay more for their health insurance and accept dozens of concessions that would destroy workers' job protections. After a strike threat by the Teamster bargaining unit, Columbia came back to the bargaining table.

Once negotiations resumed, the Teamsters and Columbia were able to settle differences over health care costs and contractual language that protects workers from unfair discipline.

"Nothing is more important than the health of our families so we were willing to fight however long we needed in order to protect our health care benefits," said Chris Martin, a 16-year employee and member of the union bargaining committee. "Once we took care of that and maintained our job protection language, we had a deal that ended up being ratified comfortably."

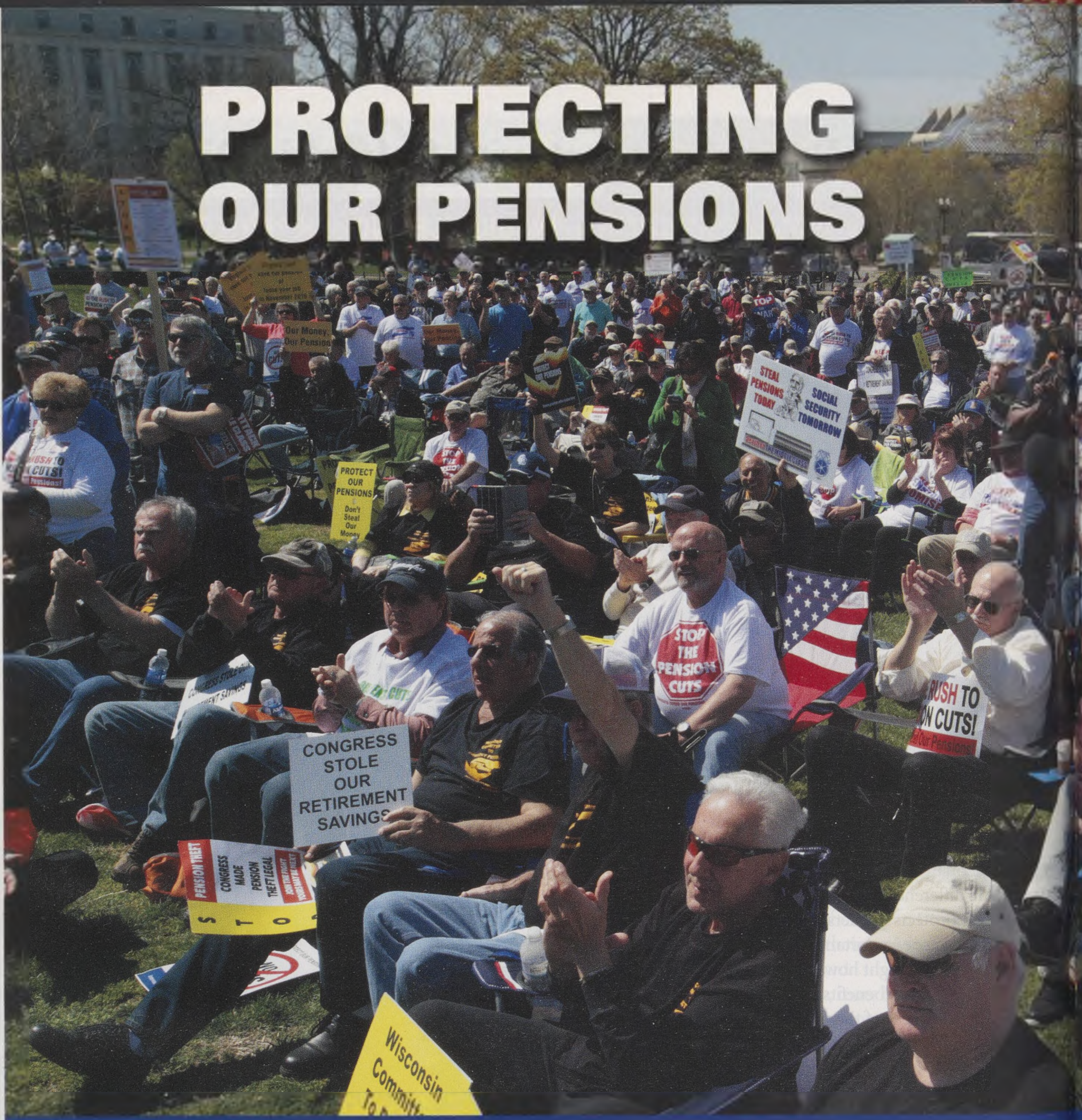
Since the previous collective bargaining agreement expired at the end of February, the Teamsters had reached out to key customers and investors to provide them an opportunity to express their concerns about a possible labor dispute.

"I want to thank the suppliers, retailers, investors and all others affected who communicated their support for good-faith negotiations and coming to an agreement without a labor dispute," Hicks said. "Their support allowed us to avoid striking while still protecting our members' interests."

Columbia Distributing distributes Coors, Miller, Heineken, Mac & Jack's, Georgetown, Pabst, Corona, Modelo, Pacifico, Victoria, New Belgium, Deschutes, Sierra Nevada, Lagunitas, Fremont, Full Sail / Session, and more than 1,800 other alcoholic products throughout the greater Puget Sound area.

made from THE BEST Stuff ON EARTH!
Coors PEAK GOLDEN LAGER
New Belgium 1554
Modelo Especial
Georgetown

PROTECTING OUR PENSIONS


Our Money, Our Pension
STEAL PENSIONS TODAY
SOCIAL SECURITY TOMORROW
PROTECT OUR PENSIONS Don't Steal Our Money
STOP THE PENSION CUTS
RUSH TO ON CUTS!
CONGRESS STOLE OUR RETIREMENT SAVINGS
PENSION THEFT
CONGRESS MADE PENSION THEFT LEGAL
Wisconsin Committ

Coordinated Effort Spurs Treasury Department to Reject CSPF's Pr

In May, the Treasury Department handed a victory to working families everywhere by rejecting the Central States Pension Fund's (CSPF) proposal to slash the pensions of hundreds of thousands of current and former Teamsters by as much as 70 percent.

The victory is a credit to retirees, members and the international union, who fought a coordinated battle to defeat the proposal. Whether it was registering their disapproval at Treasury meetings across the South and Midwest in recent months or turning up en masse for a Capitol Hill rally in April, current and former union members displayed what Teamster Power is really all about.

The CSPF filed the application for cuts with the Treasury Department in September 2015 as allowed under the misguided Kline-Miller Multiemployer Pension Reform Act of 2014 (MPRA). Treasury appointed Kenneth Feinberg as a Special Master in June 2015 to review all applications submitted by funds under the MPRA. On May 6, Feinberg determined that the CSPF application did not meet all the requirements set by Congress in the MPRA.

"On behalf of our union and the more

KEEP OUR PENSION PROMISES
PROTECT OUR PENSIONS
NO CUTS
PROTECT OUR PENSIONS
NO CUTS

PF's Proposal to Cut Pensions

than 400,000 retirees and participants in the Central States Pension Fund, I would like to thank Mr. Feinberg and the Department of Treasury for denying these massive cuts that would destroy so many lives. We worked with thousands of retirees to educate Treasury and Congress on the devastating impact of the proposed cuts," said Teamsters General President Jim Hoffa. "However, this is not over and the Teamsters Union will continue to fight to protect pensions."

Taking the Fight to D.C.

Earlier this year, Teamster officials briefed Hill staffers in two separate meetings about Central States. They told them the proposal was totally unrealistic in its projections and that even if it were to meet them, Central States itself said there is only a 50 percent chance the fund would remain solvent long term. Ultimately, Feinberg said the Treasury Department determined the proposal's odds of success were even less than that due to updated financial projections.

The biggest show of force by rank-and-file Teamsters came at a rally in Washington, D.C. on April 14. Thousands of Teamster retirees from across the country joined a bipartisan group of lawmakers at a rally at the U.S. Capitol to protest the proposed cuts to their pensions.

"These cuts must not be approved," Hoffa said at the rally. "You worked hard every day, year after year for the promise of a secure retirement. That was the deal. Now Central States wants to slash your pensions by up to 60 percent? Not on my watch. We will use every resource available to our union to stop these cuts!"

Rita Lewis, widow of retired Local 100 president Butch Lewis, spoke passionately about her husband's commitment to stopping the CSPF cuts before his death and called for Congress to put aside party differences to help the thousands of retirees at risk.

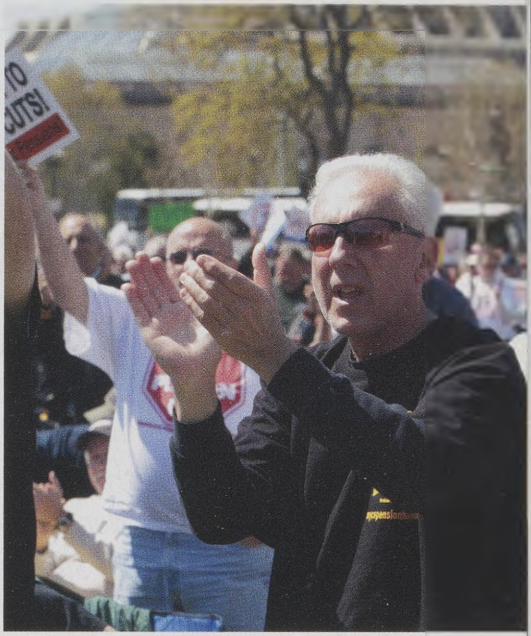
"I would like a bipartisan, permanent solution to solve this pension crisis, for the Teamsters and all union members that have worked for years to earn their pension," Lewis said. "A promise is a promise is a promise."

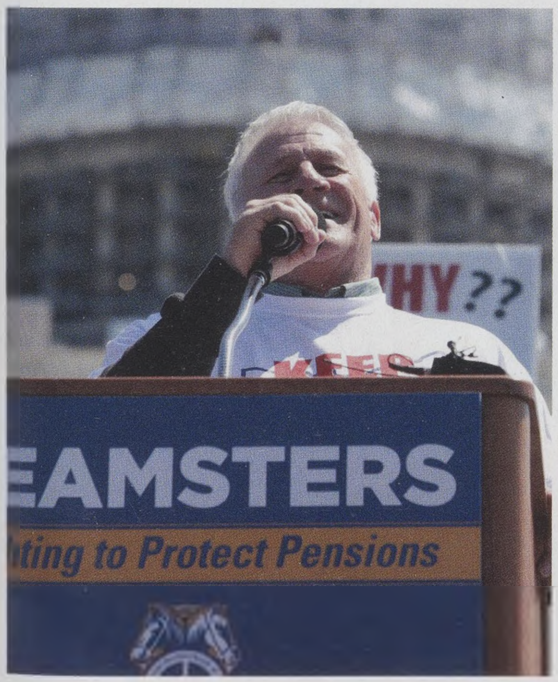
What's Next

Now, those who care about the future of Central States must redouble their efforts and push Congress to find a permanent fix that will secure the pension's

TEAMSTERS
Fighting to Protect Pensions

KEEP PENSION PROMISES
PROTECT OUR PENSIONS




WHY??
EAMSTERS
ting to Protect Pensions

Wisconsin Committee To Protect Pensions
PROTECT OUR PENSIONS
Broken promises mean broken lives
NO CUTS
PENSION THEFT

financial viability.

Lawmakers must step up and do the right thing about America's pension crisis. The union supports the Pension Accountability Act, which addresses concerns with MPRA, and the Keep Our Pension Promises Act, which would protect workers and retirees from cuts to their earned retirement benefits. The Teamsters Union will continue its legislative efforts to repeal MPRA and find a viable solution to the pension crisis.

Many members of Congress already support the retirees' fight for retirement security. In February, a bipartisan collection of 90 House members signed onto a letter sent to Treasury asking it to reject Central States' application. And 25 senators, both Republicans and Democrats, did the same in a separate letter. Additionally, 46 U.S. Senators signed on to a letter sent to Secretary of the Treasury Jacob Lew on April 15, calling on him to carefully consider the impact the cuts could have on the CSPF retirees and ensure that all criteria are thoroughly considered before making a decision on the application.

"I worked for 31 years with the expectation that when I retired my pension was going to be there to support me through my golden years," said Mike Walden, a retiree out of Local 24 in Akron, Ohio. "A pension is a promise made by the company to the employee and there is no acceptable reason that the promise should be broken. This was the right decision."

The Teamsters Union remains steadfast in its determination to defeat efforts to curtail the pension benefits of those who worked hard and contributed to them for decades.

For more information, visit teamster.org.

Driving the Future

What can a look back at the last 10 years tell us about what's next for the future of the Teamsters Union? If the past decade is any indication, it will undoubtedly be the opportunity for more organizing. And if ever there was a campaign that emphasized the importance of increasing bargaining power and union density within an industry through collaborative organizing, it is the Drive Up Standards campaign—a coordinated, union-wide effort aimed at organizing school bus and transit workers throughout North America.

SCHOOL BUS
SCHOOL BUS

SCHOOL BUS

TEAMSTERS
LOCAL 763
SEATTLE, WA

With nearly 1,000 miles of road between them, Phyllis Pepper and Kimberlie Kelly have never met. But they share a lot of common ground.

Both are school bus workers who care deeply about the students they transport, and both are employed by the same school bus company. Pepper works for First Student in South Holland, Ill., and Kelly works for First Student in Tolland, Conn. But that's not all the two have in common.

Years ago, they both made the choice to become Teamsters—Pepper with Local 777, Kelly with Local 671—two of more than 46,000 Teamster bus members in the union's campaign to drive up industry standards.

“The Teamsters gave us a voice, and in doing so, they've given voice to the entire community,” Pepper said. “This campaign has always been about people coming together, treating workers fairly and making sure children can get to school safely. That means good buses, professional drivers and proper conditions.”

“The Teamsters are empowering workers to speak out on the importance of providing a safe and reliable school bus system that looks out for its employees and its students,” Kelly said.

Union Difference

Like thousands of Teamsters leading the movement across North America, Pepper and Kelly both understand the need for workers to unite in the school bus industry. They have both seen the union difference first hand—"a stark contrast," according to Kelly, a longtime Teamster who has also seen the correlation between increased union density and increased bargaining power.

“There are now more of us than ever. Our voice has never been louder,” she said. “The more bus workers who organize, the more power we gain—at the bargaining table, at the school district, throughout the entire community. As Teamsters, we earn respect. It definitely makes the difference.”

TEAMSTER POWER
That's How We Roll!
DRIVE UP STANDARDS
10th Anniversary

“Our success comes from within. Drivers and monitors and aides and mechanics are all standing together to raise awareness and bring change,” echoed Pepper. "We're here to remind people that driving school buses is an important job, and it deserves respect."

Like most U.S. school bus workers under private contract, Pepper and Kelly were making little before becoming Teamsters; and, like too many bus workers without a union contract, they were considered at-will employees. It is this lethal combination that has long plagued the school bus industry, resulting in high turnover and driver shortages nationwide.

Fortunately, the growing Teamster presence in school districts and municipalities continues to remind communities throughout North America that the union's most precious cargo deserves a steady workforce of professional drivers behind the wheel.

Teamsters Take the Wheel

A decade ago, Teamster magazine ran an article about the first two organizing wins of the Drive Up Standards campaign. The first tells the story of a hard-fought May 16 election win in Iowa City, where 111 drivers and monitors at First Student overcame vicious anti-union opposition from management and company-hired union busters to join Local 238 in Cedar Rapids, Iowa.

But the campaign's very first organizing victory in Iowa City marked much more than a simple union election win. In many ways, it was emblematic of the campaign's big-picture mission.

Spurred on by the employer's vicious anti-worker actions, the workers waged a two-day unfair labor practice strike to protest First Student's violations of the National Labor Relations Act.

With support from their future brothers and sisters at Local 238, the First Student workers took the lead, attending school board meetings and joining with community leaders to exert continued pressure on the company.

They were so successful that they convinced the school district to put the school bus contract out for regular bids (something that hadn't happened in 20 years). By the time they voted to join Local 238 on May 16, even former Iowa Gov. Tom Vilsack had gotten involved in the campaign.

By standing together and uniting with one voice, they successfully influenced public officials to act responsibly and reminded the company that it was not above the law.

"It was a diverse group—moms, grandmothers, young and old, and included a variety of races and ethnicities," said Local 238 Business Agent Jesse Case, who served as the campaign organizer. "The campaign brought the different groups together and they really showed themselves the power that they held by coming together."

The second story in the 2006 issue of Teamster magazine was equally impressive: 276 workers at the Baltimore City Public Schools who followed suit just weeks later.

They, too, overcame incredible odds—the same anti-union forces brought in by First Student—to win representation with Local 570. But it was only the beginning of a far longer, unfinished organizing story.

Not long after Teamster magazine ran its summer issue, the company cut off its nose to spite its face. First Student packed up shop, ending their bid in Baltimore and forcing the unit under a new employer without Teamster representation (sadly, an all-too-common tactic of anti-union employers in the privatized world that makes up the modern school bus industry).

Luckily, there is a happy ending for the workers in Baltimore.

TEAMSTERS HAIL 'PERSUADER RULE' CHANGE

COMPASS DRIVERS
VOTE YES

The Teamsters Union is lauding long-sought changes implemented by the U.S. Department of Labor (DOL) that will require management consultants and attorneys involved with creating anti-union propaganda for companies to disclose their efforts to dissuade workers from organizing and collectively bargaining.

In issuing final revisions to the "persuader rule," the DOL puts these outside firms on equal footing as employers who must disclose such activities under the Labor Management Reporting and Disclosure Act of 1959. And it also increases parity with unions, which are already required to file detailed financial disclosure forms each and every year that includes receipts and expenditures. The changes are scheduled to take effect July 1, but it is currently being challenged by anti-union interests.

"For years, big business has taken advantage of the nation's broken system," said Teamsters General President Jim Hoffa. "They've paid millions to consultants and law firms to do the dirty work of union busting and intimidating employees. In exchange, these same companies publicly could wash their hands of the whole thing. That's over now."

Greater disclosure is needed so workers can be informed about their employer's activities, and money spent, to fight the workers' efforts to form a union. Employees deserve to know whether third-party union busters are being employed to unduly influence the outcomes of union elections.

"This is a modest rule change," Hoffa said. "It will increase transparency about company activities and will not be a heavy burden to firms who have to file. The form is only two pages long, which pales in comparison to the hundreds of pages of financial disclosure forms unions fill out."

A week after the DOL attempted to close the loophole that enabled third-party consultants and attorneys to engage in union busting, big business sued the agency

The National Association of Manufacturers (NAM), along with a coalition of many Arkansas-based business groups, filed suit in U.S. federal court in Arkansas, saying changes made to the DOL's "persuader rule" violates their rights by restricting the ability of businesses to "educate" their employees.

For the latest information, visit www.teamster.org.

A Long Way, A Short Time

In the Drive Up Standards campaign's first year, seven bus yards were organized. But school bus workers were talking and word of the Teamsters was spreading fast.

The campaign more than quadrupled its success during its second year, bringing together workers at 30 yards nationwide under the Teamster banner. This momentum led to the help of unions that represented workers at First Group (First Student's multi-billion-dollar, U.K.-based parent company) in other countries.

By uniting with brothers and sisters at allies such as the British union, Unite the Union, and the support of influential First Student shareholders, the Teamsters were successful in pushing the company to agree to a corporate "Freedom of Association" policy, respecting the right of its workers to form a union and preventing North American management from interfering during organizing campaigns.

As a result, the membership at First Student more than quadrupled between 2007 and 2008, organizing at nearly 90 locations throughout North America and adding more than 25,000 school bus drivers to the membership from 2007-2010.

When the Drive Up Standards campaign began in 2006, the Teamsters had just 4,000 members in the bus industry. The number of Teamster bus members in 2016 is over 46,000. Or, as Chair of the Teamsters Drive Up Standards Campaign and International Vice President Rick Middleton puts it: Teamster bus membership has grown more than "Tenfold in 10 years."

"It's amazing how far we've come in such a short time. Since our first wins in Baltimore and Iowa City, the momentum keeps on building and we continue to grow at a tremendous rate. More importantly, because of our organizing efforts, the Teamsters are stopping the race to the bottom and raising the living standards for all our members in the school bus and transit industry courtesy of strong union-backed contracts" Middleton said.

Privatization Challenges

The busing industry has dramatically changed in recent decades, transforming from an industry characterized by public sector employers that provided decent pay and benefits to a privatized industry dominated by major multi-national corporations. The two largest bus driving companies that have the vast majority of contracts with U.S. school districts are First Student and Durham School Services.

Privatization affects bus workers' ability to make a decent wage and secure many basic protections, including safety.

Without union representation, they often have no retirement security, no benefits and no paid sick days. Before becoming Teamsters, many members expressed concern over the unfairness and lack of seniority, with rampant practices of favoritism and mistreatment from management. Furthermore, all too many are also victims of wage theft—money stolen by the company while workers are on the clock, typically for pre- and post-bus cleaning and inspections.

Where the Teamsters represent workers, wages have improved significantly. And workers have fought alongside local unions to add a range of benefits, including sick days, vacation days, holidays and health care, and workers now have a voice

in determining routes, substitutions, grievances and other issues of concern.

Joining the Master Class

In 2011, the relationship with First Group reached new heights as Teamsters across the country voted to ratify a four-year national master agreement—the only national contract in the history of the school bus industry.

The agreement creates a single, nationwide collective bargaining unit and provides a consistent base level of standards that have been mirrored across the entire school bus industry. (The agreement was ratified again in October 2015 by 89 percent of members.)

The Drive Up Standards campaign is not just limited to First Student employees and other private school bus workers. With many of these parent companies bidding on all types of passenger transportation, demand from other types of bus workers seeking to join the movement has broadened the campaign's organizing efforts in recent years.

Today, the Teamsters represent members at coach, community transit, paratransit and shuttle operations across the country—from Disney World to Silicon Valley, as well as airport terminals and college campuses.

By joining together, workers are leading the fight. Together, as Teamsters, they are winning safer vehicles, higher wages, and better benefits and protections for all Teamsters.

Meanwhile, Back in Baltimore...

After First Student ended their bid with the

THE TEAMSTER ORGANIZING MODEL

Local 77 has organized thousands of school bus drivers in the past few years. Why has it been so successful? Jim Glimco, the local's Secretary-Treasurer, said one big reason is because the local follows the Teamster Organizing Model.

"Doing the probe and prep work, identifying leaders and building a strong and representative organizing committee, and holding one-on-one discussions with most in the unit are critical to winning union elections—especially when the company is going to fight you tooth and nail," Glimco said.

The Teamster Organizing Model is a five-stage program that includes:

- Reconnaissance (strategic targeting and campaign decisions);
- Identifying and recruiting leaders;
- Committee building;
- Going public/building a majority; and
- Election/recognition.

Each stage has specific benchmarks that must be met before going to the next stage. The model is designed to win even when the employer unleashes vicious campaigns, but is applicable to any union organizing campaign under the NLRB, NMB or public sector agencies.

It is a comprehensive model for organizing with proven, successful results. The model is how organizers win campaigns and how workers feel empowered to unite. In fact, the model is so successful, the union's win rate doubles when it is used.

Baltimore City Public Schools, the unit went through several other contractors. In 2014, another bid went up and First Student won the contract, returning to the school district with a new policy toward the Teamsters Union.

Shortly thereafter, an organizing campaign began and workers once again had the chance to assert their desire to be Teamsters. Only this time, thanks to the freedom of association policy that the Teamsters fought to get in place, company interference in the election was not allowed. That fall, the unit overwhelmingly voted to become Teamsters.

SCHOO
First
RESPECT
TEAMSTER CONTRACT
Puerto Rico

A year and a half later, as the campaign marked its 10-year anniversary on May 16, Teamster members in Baltimore came together to mark the 10th anniversary of the Drive Up Standards campaign, with a special visit from General President Jim Hoffa. He commended the unit on their long, if not winding, road to win Teamster representation.

"First Student Teamsters in Baltimore understand better than most the need for a strong voice on the job. You have fought tirelessly to defend your rights and to proudly call yourselves Teamsters, and you understand that all bus workers deserve the same. That is why this campaign has had the massive success it has had. It is because of you," Hoffa told the cheering crowd.

Leading the Way

Baltimore was just one of several locations across the country where Teamster members gathered to celebrate 10 years of organizing for power in the bus industry.

Nearly 100 locals marked the occasion with festivities for their bus members, including school bus workers in Iowa City where the first organizing campaign was won.

For the campaign's longtime chairman Rick Middleton, who spent the day with his members at Local 572 in California, the anniversary will serve as a time for both celebration and reflection.

"Wherever there is a driver in need of a voice on the job, the Teamsters are ready and willing to help. We may have started in the private school bus industry, but our success has allowed us to expand throughout the private transit industry—coach, shuttle, paratransit and beyond," Middleton said. "The Teamsters are leading the way, and we have a bright future ahead of us."

Children's Hospital Nurses Affiliate with Teamsters

Strong Representation and Bargaining Clout Sought

Nurses
Technicians
Stronger
UNOCH
SPECIALIZING IN THE CARE OF CHILDREN
Together

The registered nurses and medical technicians of Rady Children's Hospital in San Diego, Calif., who are members of the United Nurses of Children's Hospital (UNOCH), have overwhelming approved affiliating with the Teamsters. More than 70 percent of members that voted approved of the formal affiliation.

"I am proud to welcome these professionals into our union," said Randy Cammack, President of Joint Council 42. "These nurses and medical technicians provide valuable lifesaving services to countless children in need of care. The Teamsters will add value to the excellent work UNOCH representatives have done for so many years."

"This was a clear choice that our members made to reaffirm their commitment to the mission of Children's Hospital, while voicing their need for a better future for themselves and their families," said Katie Langenstrass, RN, and UNOCH's Executive Director.

UNOCH had been an independent union for many years, but the leadership believed that a formal alliance with Teamsters would provide for a more promising future in order to sustain good wages, benefits and working conditions. The 1,700-worker unit will receive a charter as Local 1699.

Teamster Backing

"When we first heard about the possibility of becoming Teamsters, the word spread like wildfire throughout the hospital," said Sam Villa, a medical technician at the hospital for the past 10 years. Villa is part of a team of respiratory therapists who work with young adults and the neo-natal unit.

"I grew up in a union family and I remember how in 2003, when both my father and I were working at Vons grocery store as members of UFCW, we were out on strike and Teamster delivery drivers honored our picket lines by not delivering to the stores," Villa said.

"By voting for the Teamsters, we know that we have the backing of all members—brothers and sisters ready to go with us into battle as we begin negotiating our contracts," Villa said. "I am proud to work in this field and look forward to strong representation on the job as a Teamster."

"The vote by Rady nurses and medical technicians is reflective of our union's growing experience in the medical and health care fields, where we represent over 38,000 employees in 32 states," said Michael Filler, Director of the Teamsters Public Services Division.

LOCAL 610

Crestwood Police Department

The City of Crestwood Police Department became the first Teamster-organized law enforcement unit in the St. Louis metropolitan area after the members of the police force voted overwhelmingly in favor of representation by Local 610 on April 29.

“When I cast my vote, it was an amazing feeling,” said Officer Dion Olson. “I felt for the first time in my 16 years of police work what it is like to have a say in the future of my career.”

The organizing effort was led by Local 610 President Jeff Hall with assistance from Carl Bailey, Secretary-Treasurer of Local 205 and a key leader of the Teamsters Law Enforcement League.

“Local 610 is honored to have the opportunity to represent our local heroes that serve and protect the City of Crestwood,” Hall said.

LOCAL 1149

Anheuser-Busch

Quality Assurance workers at the Anheuser- Busch facility in Baldwinsville, N.Y., recently ratified their first contract with Local 1149. Steve Richmond, Secretary-Treasurer of Local 1149 and an international representative for the Brewery and Soft Drink Conference, said that the breaking point for these workers came when the company wanted to shift more health care costs to workers.

“Although we represent other AB employees at this facility, this particular unit had remained nonunion,” Richmond said. “But when they heard they would have to pay more for health care costs, they realized they had no job protections being nonunion.”

Local 1149 represents 425 workers in the production, packaging, and warehousing departments of the AB facility. With the addition of the quality assurance workers, the Teamsters now represent 90 percent of the workforce at the facility.

LOCAL 264

First Transit

First Transit workers in upstate New York have voted overwhelmingly, 30-5, to join Local 264 in Cheektowaga, N.Y., seeking a voice on the job and improved working conditions. The drivers and mechanics provide transit and paratransit services in Cuba, Wellsville, Steamburg and Irving, N.Y.

Tina Smith, a First Transit shuttle driver who helped lead the organizing effort, said the workers stood strong and united during their campaign to win Teamster representation.

“We are happy about our vote for the Teamsters. We need representation and a voice,” Smith said. “Now that we have union representation, we can ensure there is equal pay for equal work.”

LOCAL 769

Sysco

In a major victory, Sysco workers in West Palm Beach voted to join Local 769 in Miami. With 84 drivers in the bargaining unit, the vote for Teamster representation was 66-15. It is the first Sysco facility in Florida where workers have formed a union.

“Today, the drivers at Sysco in West Palm Beach stood strong and united and took a bold step by forming their union with the Teamsters,” said Mike Scott, Local 769 President. “The company waged its typical anti-union campaign, but the workers persevered and remained focused.”

“The company has cut our wages and treated us unfairly for years,” said Cary Vanasdale, a Sysco driver for 28 years. “As this vote shows, we are demanding change. There are lots of hugs and a lot of high fives going on right now. It feels great to be a Teamster.”

LOCAL 986

AEG

On April 4, workers at AEG, which operates the Los Angeles Convention Center, voted to join Local 986. There are 40 workers in the bargaining unit of facilities maintenance workers and the vote was 30-1 to join Local 986.

“I started this campaign because we want to be treated fairly and receive fair wages for all the work we do,” said Azur Hernandez, a two-year employee of AEG. “My coworkers and I work very hard, despite not having received a pay increase in over two years. Management gets mad at us, but they don’t want to hire more workers to increase productivity.”

The workers help prepare for major events by setting up chairs and tables and other furniture and equipment.

LOCAL 728

US Ecology

Workers at US Ecology have voted by a more than 3-1 margin to join Teamsters Local 728 in Atlanta. The 15 drivers dispose of low-level radioactive, chemical, hazardous and PCB wastes.

"We were getting nowhere fast and we had a whole soup of issues. We knew we deserved fair treatment, consistent work rules and better wages. We knew we needed a union,” said Calvin Lyons, a three-year employee at US Ecology. "With the help of the Teamsters, I look forward to winning a strong union contract."

"This is a great victory for these hard working employees," said Randy Brown, President of Local 728. "This win goes to show that, even in a right-to-work state like Georgia, workers have the power to prevail when they work together collectively. Although this unit may be small in number, they persevered and showed their power by staying united. Now they will win a voice on the job and respect."

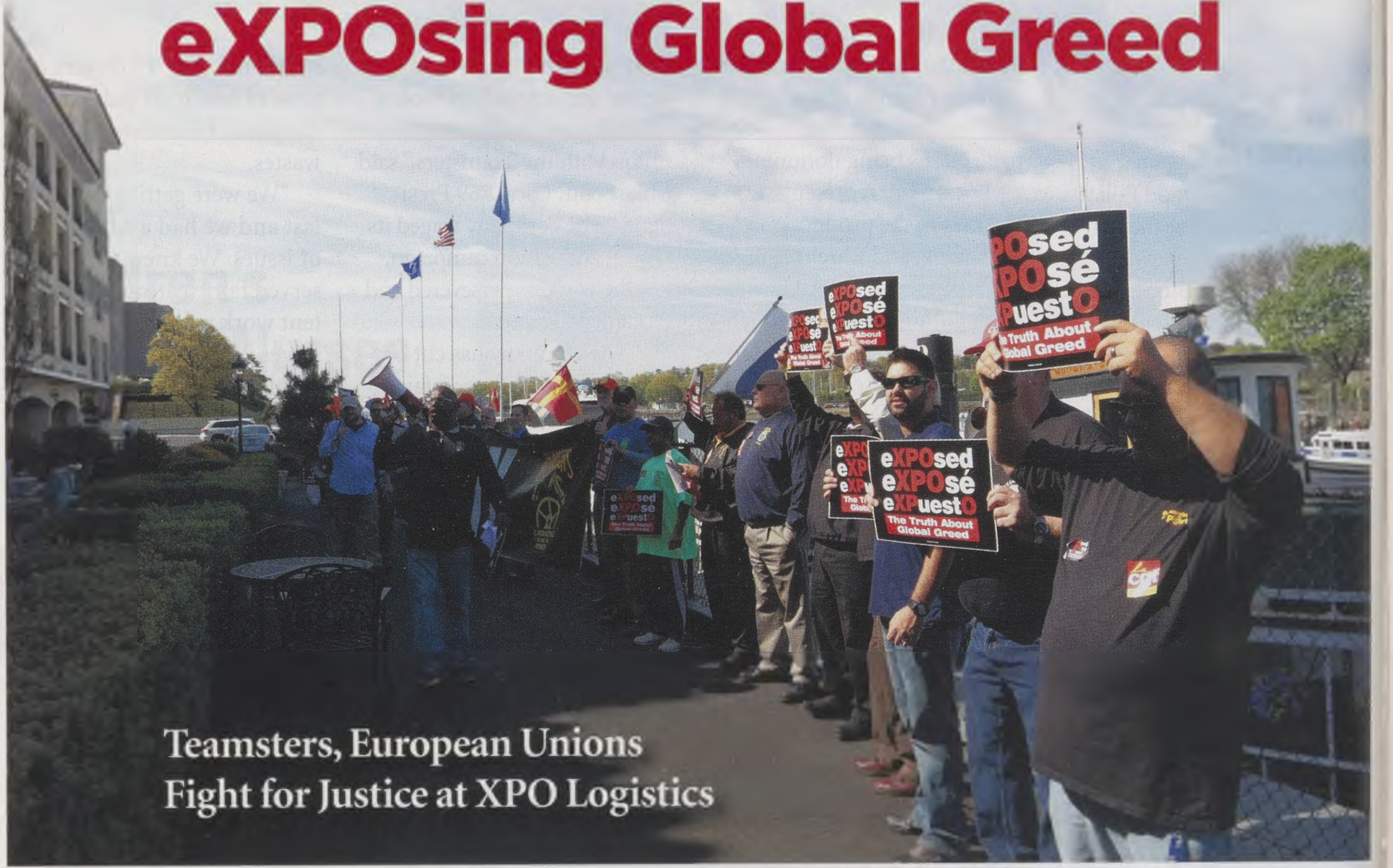
LOCAL 243

Durham School Services

School bus workers with Durham School Services in Ypsilanti, Mich., have voted to join Teamsters Local 243 in Detroit. The 109 drivers, monitors and mechanics united for respect, fairness and consistency in their working conditions at the nation’s second-largest provider of student transportation.

“We rose to the occasion. I am just happy everyone will have a voice in the workplace,” said Marcus Wright, a driver at the Ypsilanti yard.

eXPOsing Global Greed



Teamsters, European Unions Fight for Justice at XPO Logistics

XPO Logistics workers from the United States and Europe, along with union leaders, rallied outside the company's shareholders' meeting in Connecticut recently to draw attention to the company's anti-worker behavior and global greed.

The workers and unions also signed a pledge to cooperate in their mutual struggle to get the company to treat workers better.

"I came to Connecticut to tell XPO management that we are tired of the unfair treatment and conditions need to change," said Juan Cepero, a driver at XPO/Con-way in Miami, who along with his coworkers joined Local 769 in December 2014.

XPO is a top 10 global logistics company and its employees around the world are angry about the company's abuses. At the shareholders' meeting, the group demanded that CEO Bradley Jacobs meet with them to discuss workers' concerns, but Jacobs spurned their request as he has done in the past.

"Many of the 19,000 employees of XPO/Con-way Freight are very upset about the company's aggressive refusal to bargain in good faith, the terminal closures, the subcontracting and layoffs," said Tyson Johnson, Director of the Teamsters National Freight Division. "Workers are fighting back by forming their union with the Teamsters."

Making History

The Teamsters Union is organizing workers at XPO/Con-way and at FedEx Freight.

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eXPOsé
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The Truth A
Glob

The union is making history at both companies, with organizing, first-ever national days of action, nationwide engagement and interaction with the workers, and the bargaining process that's under way.

The union has also filed unfair labor practice charges, is involved with federal court cases, is building nationwide activist committees, is conducting freight member organizing trainings at locals across the nation, launching shareholder resolutions and other ongoing steps.

"The action in Connecticut is historic because the Teamsters and members of several labor unions in Europe came together to tell the truth about XPO's campaign of global greed," said Fred Potter, Director of the Teamsters Port Division. "The company is mistreating port, warehouse and freight workers across the U.S. and the world."

XPO is mismanaging the integration of its new businesses which has created significant operational and financial risk for the company and its investors.

In addition to the Con-way Freight workers' struggles, the company's port and rail drivers are fighting company wage theft in excess of $200 million because of persistent misclassification as independent contractors.

eXPOsed
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eXPuestO
The Truth About Global Greed

XPO's greed also extends to Europe beginning with breaking its promise to not lay off any workers in France for at least 18 months after XPO's purchase of Norbert Dentressangle SA. Workers and their union in Europe have been fighting back against XPO's disrespect, lies and attempts to slash jobs.

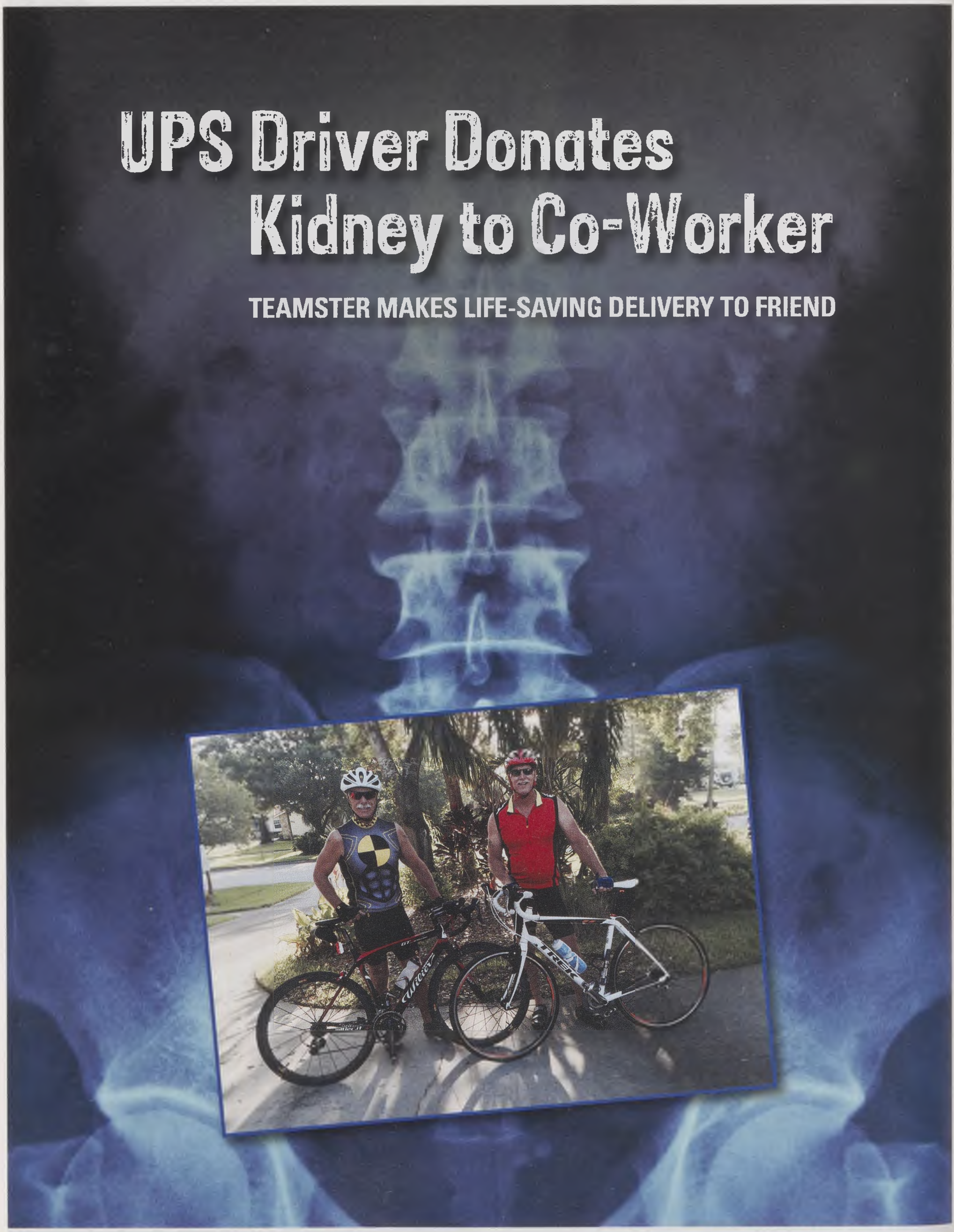
"We applaud the action in Greenwich," said Steve Cotton, General Secretary of the International Transport Workers Federation (ITF). "This event is the first time that a new network of concerned workers has taken action on XPO. The company has to listen. The company has to talk."

The coalition of workers and unions plans more events in an effort to get Jacobs to meet with the group to discuss the workers' issues. For more information, visit teamster.org/eXPOsed or on Facebook at Xpo Exposed.

TEAMSTERS
ORGANIZING POWER
RESPECT

UPS Driver Donates Kidney to Co-Worker

TEAMSTER MAKES LIFE-SAVING DELIVERY TO FRIEND

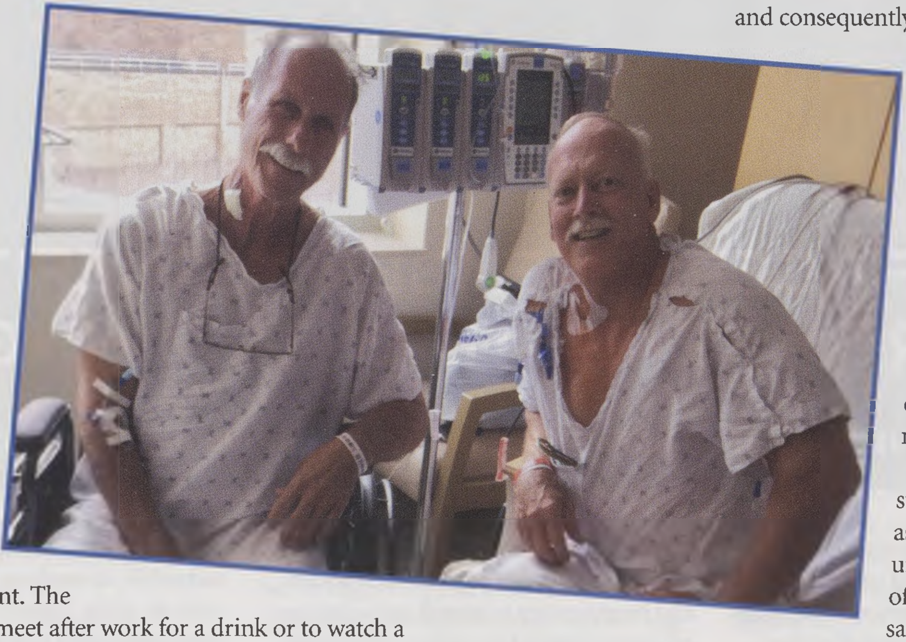


UPS driver Noel Keesling has always been an active guy. A former Marine, Keesling regularly competed in triathlons and was always in excellent shape. That's why it was such a shock for him when he was told he was on the brink of kidney failure.

"When I first found out, I thought I could beat it on my own," Keesling, a 28-year member of Local 79 in Tampa, Fla. said. "It was only after about six months that I realized I couldn't."

But Keesling wasn't about to give up or even stop working. As he waited for a kidney donor, he began doing dialysis treatments every evening for eight-and-a-half hours straight, seven days a week, for two years. It was a grueling and exhausting daily cycle, but each morning Keesling would get up and go to work to handle his route as a UPS driver.

"It was tough," Keesling recalled. "Sometimes you just have to cowboy up and go to work. But I had people watching out for me. Co-workers and supervisors would keep an eye on me to make sure I wasn't pushing myself too hard and make sure I went home if necessary."



"I'm a Match!"

When Keesling began his career at UPS in 1989 as a preloader, he became fast friends with his co-worker Joe Clement. The two would regularly meet after work for a drink or to watch a game. They became such good friends that they were in each other's wedding parties. But as time moved on and children were born and family responsibilities mounted, Keesling and Clement saw less of each other outside work.

But what Clement did see at work was the toll dialysis was having on Keesling, and decided he needed to find a way to help his friend. In an odd coincidence, Clement's wife had recently donated her kidney to her best friend who was going through similar challenges as Keesling. Clement was inspired by his wife's selfless act.

"I knew it was long odds, about five million to one, that I would be a perfect match for Noel, but I had to try," Clement said. "My wife was a true inspiration and I knew exactly what I was going to go through. I just wish I had done it sooner."

Clement took the initiative and got tested without even telling Keesling, and while he wasn't a perfect match, the doctors believed that since they had the same blood type, there was a good chance a transplant would be successful. Clement couldn't wait to tell his friend.

"I remember we were just walking by each other in the UPS facility and Joe just says 'Hey Noel, I'm a match!'" Keesling said. "I was dumbfounded and shocked and asked him why he got tested in the first place. He just said, 'Because I'm your friend.'"

Bumps in the Road

Over the years Keesling had many people make an off-hand comment about being willing to donate a kidney to him, but no one had ever actually followed through. This time was different.

"I initially thought that Joe was just trying to make me feel good and didn't really take him seriously at that time," Keesling said. "I was willing to keep doing dialysis and wait for a donor. It all became real when someone called and said that your friend Joe came in and he was a match."

As it turns out, having a successful transplant just because the donor is a match isn't a given. Clement is a slightly smaller man and consequently, his kidney was smaller than the one it would replace. After the April 1, 2015 transplant, Keesling's doctors struggled to find the right combination of medication to help compensate for the difference in kidney size. This led to some complications that nearly caused Keesling's body to reject the kidney.

"I actually had a mini-stroke due to an infection as my doctors tried to figure the right combination of medication," Keesling said. "They had to take me off the meds temporarily and that caused my body to begin rejecting the kidney."

Thankfully, everything worked out in the end, and for Keesling, all systems are a go.

"Since the transplant, I wake up in the morning and feel great," Keesling said. "Throughout the dialysis treatment I would go to bed tired and wake up tired, or on really bad days, dizzy and nauseous. That doesn't happen anymore and I have Joe to thank."

Side Effects May Vary

Keesling is back on his bike now, riding on weekends to stay healthy. However, now Clement is right there beside him.

It turns out that the entire experience had a wonderful side effect: It brought two friends that had grown apart back together again.

"This whole process has brought us back together," Keesling said. "Most people don't get a second chance at life and that's what Joe gave me."

OFFICERS, MEMBERS BENEFIT FROM TEAMSTERS' TRAINING

Workshops by Training and Development Department Foster Success

The International Brotherhood of Teamsters prides itself on being America's strongest union. The Teamster officials that work on behalf of the membership have decades of experience negotiating industry-leading contracts, organizing large workplaces and educating members on how to be excellent local officers, business agents and shop stewards.

Based out of the International headquarters in Washington, D.C., the Training and Development Department creates trainings, seminars and materials for officers, business agents, shop stewards and the rank-and-file membership. These events allow for attendees to share concerns of members as they work together and learn about how to proactively and productively solve union-related issues.

"An educated union is a powerful union," said Teamsters General President Jim Hoffa. "The Teamsters have long been committed to teaching our membership to give them the tools they need to make a positive impact on the job. When leaders and members are educated and active, we can win victories for workers worldwide."

"The world of work is rapidly changing," said Cindy Impala, Director of the Teamsters Training and Development Department. "Many workers we have represented for years are facing different economic and technological environments today. We are ready to equip all Teamsters with the skills, expertise and support networks they need as the union fights for working people."

Lessons Learned Lift Locals

In addition to hosting trainings at Teamster headquarters, the Training and Devel-

opment Department seminars and trainings travel frequently. The department can tailor their activities in order to uniquely service the culture and needs of any Teamster affiliate.

"We hosted a steward seminar a few years ago at our local," said Duane Grove, Secretary-Treasurer of Local 17 in Denver. "The experience was incredibly positive and we'll be looking to get someone out at our local again in a year or two."

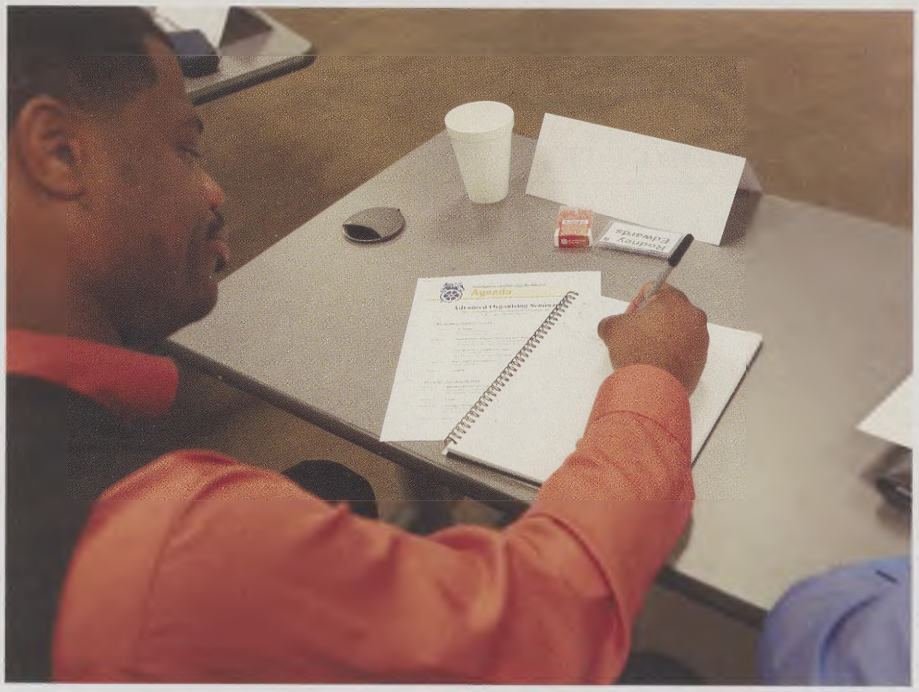
Grove, who has been a Teamster officer since 1995, was elected President of his local in 2001. He recently attended his second Teamster training session after being elected Secretary-Treasurer of Local 17 in 2015. He said the most recent training helped him fill in some knowledge gaps as he transitioned into his new position.

"The seminar on trustee reports was outstanding," Grove said. "The simplicity and clarity of the lessons and explanations will help our local be compliant with regulations. I'll be requesting the rest of the board of Local 17 attend the same training at the next Unity conference."

Grove also cited the service and experience of the training facilitators during the sessions as a treat for new officers.

"Cindy (Impala) does such a great job organizing and executing these trainings," Grove said. "The department incorporates Teamster history, fun activities and local-to-local networking that makes these events second to none."

New Trainees Encouraged to Serve, Eager to Excel



Tim Meadows is a third-generation Teamster and the Vice President of Local 600 in Maryland Heights, Mo. He has provided a lifetime of service to the union. Originally a driver for Yellow Freight, Meadows became a shop steward at his worksite. This encouraged him to get involved at his local, where he became a Trustee in 1996, Recording-Secretary in 2007 and a Vice President in 2011. Teamster training seminars encouraged him every step of the way.

"I love serving our union and the training I received from the Teamsters has helped me serve to the best of my abilities," Meadows said. "Whenever I've been fortunate enough to spend a few days honing my skills at our local union or in Washington, I've always come away feeling encouraged to expand the responsibilities I wanted to take on as a member."

It's a sentiment that extended beyond the union hall. Meadows served as a State Representative in the Missouri House of Representatives from 2004 until 2012, where he introduced legislation to assist working families and bolster unions. For business agents at the beginning of their Teamster journeys, the sentiment remains the same.

"I've been active for pro-union causes since day one," said Dakenya Mitchell. Based out of Local 767 in Forest Hill, Texas, Mitchell became a business agent earlier this year and recently attended her first BASIS training. "I started 15 years ago as a part-time sorter at UPS. I became a steward in 2010. Now I'm a business agent and I'm so excited to begin what I hope will be a long and satisfying career serving the Teamster membership, fighting for working people in Texas and advocating for pro-union causes nationwide."

B.A.S.I.S.
Business Agents Skills in Survival
Washington, D.C.
April 18-22, 2016

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Benjamin R. Civiletti
Hon. Joseph E. diGenova

DATED: April 7, 2016

I. INTRODUCTION

The following is the first Magazine Report of the Independent Disciplinary Officers ("IDO") for 2016 regarding activities conducted pursuant to the Decision and Order of February 17, 2015.

The Independent Disciplinary Officers listed above, appointed by the IBT and the Government, effective February 17, 2016, replaced the IRB pursuant to the aforementioned Decision and Order.

The Independent Investigations Officer ("IIO") is the Honorable Joseph E. diGenova, former United States Attorney for the District of Columbia. Mr. diGenova is responsible for, investigations of organized crime, association with barred members, corruption such as acts of racketeering, embezzlement and threats to Union members rights and other corrupt activity. He is also responsible for issuing reports recommending charges against Union members and officers, as well as, recommending trusteeships to the IBT.

The Independent Review Officer ("IRO") is the Honorable Benjamin R. Civiletti, former Attorney General of the United States. Mr. Civiletti is responsible for reviewing all IBT disciplinary decisions and for conducting hearings on those disciplinary matters he believes appropriate. Where a hearing is conducted, the IRO issues a written decision resolving the matter and determining sanctions, as necessary. The IRO's decision is final, subject to certain prescribed federal statutory rights. In addition, the IRO may review trusteeships proposed by the IBT for affiliates, as well as, their audit records. The IRO can also conduct independent audits.

In this Report we will provide the updates on four existing Charge Reports and three Trusteeships.

II. PROGRESS OF EXISTING CHARGES

A. LOCAL 400, CLEVELAND, OHIO, TRUSTEESHIP RECOMMENDATION

On November 24, 2015, the Independent Review Board issued a report to the IBT General President recommending that a trusteeship be imposed upon Local 400, Cleveland, Ohio, pursuant to Article VI, Section 5 (a) of the IBT Constitution because Local 400 is not being conducted in accordance with the International Constitution, and it is necessary to correct financial malpractice.

The Local has a principal officer ineligible to hold that office under the IBT Constitution. Both the Forms LM-2's and LM-3 it filed with the Department of Labor and the Trustee Reports it filed with the International Union understate its liabilities. Despite having current obligations owed to a fund that went unpaid, the Local made discretionary donations.

On December 12, 2015 General President Hoffa appointed his personal representative to the Local. This matter as of February 17, 2016 was transferred to the Independent Disciplinary Officers.

B. OHIO CONFERENCE OF TEAMSTERS, CINCINNATI, OHIO, TRUSTEESHIP RECOMMENDATION

On September 25, 2015, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa because the IRB's Investigation found that the Conference was not being conducted in accordance with the International Constitution or for the benefit of its members.

The Conference spent, at least, 70% of members' money for the benefit of its officers, employees and other Local officers and in spending funds without required approval under the Bylaws. Without appropriate Board approvals under the guise of some over half-century written agreement its officers spent 16% of revenues under an alleged retainer agreement to pay legal expenses locals' incurred to a select law firm in violation of the Bylaws. In total, over 20% of its revenues annually flowed to this one law firm without required Board approval.

The Conference spent nothing on members' education or providing statistical information to support the best possible service to the membership in collective bargaining which were claimed objectives for its existence in its Bylaws. It failed to perform its specific obligation in its Bylaws concerning retaining and reviewing collective bargaining agreements. It failed to follow basic financial controls that the Constitution, its Bylaws, IBT policies and federal labor laws imposed on it.

On October 6, 2015, the IBT General Counsel informed the IRB that the IBT intends to place the Ohio Conference in Trusteeship. On October 28, 2015 the IBT imposed a Temporary Emergency Trusteeship over the Conference.

On February 17, 2016, this matter was transferred to the IDO.

On March 30, 2016, the IBT submitted a comprehensive report, of the actions taken and their continual monitoring of the OCT, to the IDO.

The Conference remains in Trusteeship.

C. LOCAL 710, MOKENA, ILLINOIS, TRUSTEESHIP

On February 17, 2016, this matter was transferred to the IDO.

The Local remains in Trusteeship.

D. PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7 ROME ALOISE

On February 10, 2016, the Independent Review Board issued its Charge Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise ("Aloise"), an International Vice President, President of Joint Council 7, and Principal Officer of Local 853, for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. §186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It is also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws and bringing reproach upon the IBT in violation of Article II, Section 2(a) of the IBT Constitution through allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund.

It was also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C.§481(g); attempting to deny members' LMRDA rights to free speech, to sue and to fair hearings; breaching his fiduciary duties under 29 U.S.C. §501(a) by, among other things, failing to act to end a Local officer's known failure to comply with instructions from the General Secretary-Treasurer's office for political reasons in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (10) of the IBT Constitution.

On February 17, 2016, this matter was transferred to the IDO.

On February 23, 2016, General President Hoffa determined to adopt and file the Charges.

On March 15, 2016, the IBT issued a Notice of the April 28, 2016 Hearing.

The IBT submitted to the IDO a request, dated March 31, 2016, for an extension to complete any action the IBT will be taking with respect to this matter. The IRO approved an extension to July 17, 2016.

E. LOCAL 853, SAN LEANDRO, CALIFORNIA, MEMBER CHARLES BERTUCIO

On February 11, 2016, the Independent Review Board issued its Charge Report to the IBT General President recommending that a charge be filed against former Local 853 member Charles Bertucio ("Bertucio") for bringing reproach upon the IBT and violating the IBT Constitution by knowingly engaging in a scheme to become and remain a member when he was not eligible in violation of Article II, Section 2(a) and Article XIV, Section 3 and Article XIX, Section 7(b) (1) and (2) of the IBT Constitution.

On February 17, 2016, this matter was transferred to the IDO.

On February 18, 2016, IBT General President Hoffa determined to adopt and file the Charges.

On March 15, 2016, the IBT issued a Notice of the April 21, 2016 Hearing.

On March 29, 2016, the IBT submitted to the IDO an agreement, to a permanent resignation from the Union, signed by Bertucio.

The agreement review is in process.

F. LOCAL 853, SAN LEANDRO, CALIFORNIA, MEMBER LISA RAMSEY

On February 11, 2016, the Independent Review Board issued its Charge Report to the Local 853 Executive Board recommending that a charge be filed against Local 853 member Lisa Ramsey ("Ramsey") for failing to cooperate with the IRB by unreasonably failing to answer a question at her IRB sworn examination on October 13, 2015. By her actions, while an IBT member Ramsey violated Article II, Section 2(a) and Article XIX, Sections 7(b)(1) and (2) and Section 14(i) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the IRB in performance of its duties as set forth in Paragraph G of the March 14, 1989 Consent Order in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.) ("Consent Order").

On February 17, 2016, this matter was transferred to the IDO.

On February 18, 2016, upon the Executive Board of Local 853 referring the Charges back to the IBT General President, General President Hoffa determined to adopt and file the Charges.

On March 15, 2016, the IBT issued Notice of the April 21, 2016 Hearing.

On March 29, 2016, the IBT submitted to the IDO, a signed agreement to a three month suspension.

The agreement review is in process.

G. LOCAL 50, BELLEVILLE, ILLINOIS, MANNY QUINTERO

On February 11, 2016 the Independent Review Board issued its Charge Report to the General President recommending that charges be filed against Local 50 member Manny Quintero ("Quintero") for bringing reproach upon the IBT through threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office, support the candidate of one's choice, free speech and assembly. In a telephone message left on the personal mobile phone of the wife of another Local 50 member, Quintero threatened that retaliatory actions would be taken against her member husband, such as getting "nailed" and having "his job taken away from him" for "meddlin' in Teamster business", if he was involved in Local political activity in opposition to the incumbents.

By his actions, it appears that Quintero, while an IBT member, violated Article II, Section 2(a) and Article XIX Sections 7(b)(2) and (10) of the IBT Constitution by threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office and support the candidate of one's choice.

On February 17, 2016, this matter was transferred by the IRB to the IDO.

On February 18, 2016 General President Hoffa determined to adopt and file the Charges.

On March 15, 2016 the IBT Issued Notice of the April 15, 2016 Hearing.

III. TOLL-FREE HOTLINE

The IDO hotline has received approximately 79 calls, since its February 17th start date, reporting alleged improprieties. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked room on a dedicated line and accessed only by an IDO staff member.

The recorded information, if complete and within jurisdiction, is forwarded directly to the Independent Investigations Officer.

Please continue to use the toll-free hotline to report improprieties which fall within IDO jurisdiction by calling 1-800-CALL-472(800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

The task of the IDO is to ensure that the goals of the Consent Order and Agreement are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, use the IDO facsimile number 202-434-8084, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the following IDO office address:

Office of the Independent Disciplinary Officers
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 8

THE INTERNATIONAL CONVENTION

DELEGATE RESPONSIBILITY – On June 27, 2016 your elected delegates will meet at the 29th International Convention. The Convention is "the supreme governing authority of the International Union." During Convention week, the delegates will vote on the nomination of candidates for International Union office and conduct other policy business of the Union.

Although elected separately from each local union, system federation and general committee of adjustment, the delegates consider and vote on matters affecting the entire International Union. Delegates are entitled to vote based upon facts and considerations presented to them at the convention, and "are not bound to follow instructions of their particular Local Unions."

Contact your delegates about the candidates for International office and other issues of concern so that they have your views when they must exercise judgment as your convention representatives.

THE NOMINATION PROCESS – To be nominated for International office, a candidate must first be nominated and seconded by delegates other than the candidate, and the candidate must accept the nomination on the convention floor or in writing. The delegates then vote on the floor nominees. Floor nominations are made in the Convention's morning session; the delegates vote by secret ballot in the evening after the daily adjournment. Under the Convention Agenda, nominations are part of the scheduled business of the Convention on three days:

Tuesday, June 28:	Nominations for three International Trustee positions and seven At-Large Vice President positions
Wednesday, June 29:	Nominations for fifteen Regional Vice-President positions
Thursday, June 30:	Nominations for General President and General Secretary-Treasurer positions

The delegates vote each evening by secret ballot on the candidates that were floor-nominated that day. Votes are cast in an area controlled by the Election Supervisor. Candidates cannot be observers in the voting area. Each delegate receives a paper ballot, marks it in a private voting booth and deposits it in a locked ballot box. The ballots are machine-scanned and tabulated. The Election Supervisor's staff are the only personnel (apart from the individual voter) who handle printed blank ballots and voted ballots. No one will know how any individual delegate voted. No delegate can be compelled to state how he or she voted.

Candidates who receive at least 5% of the delegate votes cast from the relevant set of credentialed delegates will be nominated by the Convention. International offices that have more than one nominee after the delegate secret ballot will be put to a union-wide secret ballot in the fall.

Here is the breakdown, by region and electing group, of the total number of Convention delegates. The 5% nomination threshold (assuming the full delegate strength attends the convention and votes each day) is in parentheses after the total for each region and the whole union.

29th International Convention – Delegate Strength by Region and Units

Region	IBT	GCC	BMWED	BLET	Total
Central	406	20	13	19	458 (23)
Eastern	415	18	6	12	451 (23)
Southern	116	4	16	12	148 (8)
Western	414	10	6	5	435 (22)
Canada	130	2	0	0	132 (7)
Total	1,481	54	41	48	1,624 (82)

The 5% threshold for each nomination balloting session will be calculated based on the number of eligible delegates that cast votes in that election.

Results of each nomination session, showing nominated candidates and the total delegate vote for each, will be posted to www.IBTvote.org each day after the polls close and the ballots are tabulated. My next report will also publish the outcome of the Convention nominations. For contested International officer positions, I will explain in detail the secret mail ballot rank and file voting procedure and where to get information about the election as it proceeds.

Election Protests – The rate of protest filing decreased as the delegate election cycle came to its end. IBT members filed more than 280 protests through mid-May 2016 and OES has issued 217 decisions. You can read, print and copy any decision by going to www.IBTvote.org.

The election process gives every member a voice and a vote in selecting the leadership of the union that negotiates your job contracts and represents you in the workplace. Get involved in your union and express your views on union leadership.

Richard W. Mark
Election Supervisor

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News
News
TPP HURTS
NO

Listen to Teamster Nation News for June 1-7

'Non-Competes' Are Latest Attempt to Stifle Workers

Today's Teamster News For June 2, 2016

Poll Shows Worries about a Driverless Future

Teamster Mineral County Law Enforcement Officers Go On Strike

Today's Teamster News For June 1, 2016

Hoffa: Latest Predicted TPP Numbers Aren't Much to Celebrate

Striking Verizon Workers Rewarded for Their Unity

Teamster.org is the union's main website, but you can also visit your union on the Teamster Nation Blog and on social media such as Twitter, Facebook and Instagram.

Visit the Teamsters Union online to:

- Sign Petitions
- Support Strikers
- See Other Teamster News and Photos

Visit the Blog: Stay informed about your union at teamster.org/blog.
Listen to the Podcast: Available at Teamster.org/podcast.
Follow the Teamsters on Twitter and Instagram, and Like the Teamsters on Facebook
Get up-to-the-minute updates about the Teamsters Union on Social Media.

"My union is one of the few things that has helped…The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katrina hit, but to see what they did was above and beyond anything I could have ever expected."

—TERRY BANG, Mississippi Teamster
Affected by Hurricane Katrina

GIVE TO TEAMSTERS DISASTER RELIEF FUND

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

For more information, or to make a donation, visit ibt.io/tdrfund

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AUGUST 2016

TEAMSTER

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TEAMSTER STRONG
POLITICS & LEGISLATION

2016 CONVENTION

LAS VEGAS 2016

TEAMSTER STRONG

The 29th International Convention

2 Pre-Convention

6 Day 1, June 27

10 Day 2, June 28

14 Day 3, June 29

18 Day 4, June 30

20 Day 5, July 1

21 Election Material

45 IDO Report

48 Election Supervisor's Report

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29TH CONVENTION A SUCCESS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Extraordinary things happen when Teamsters get together. That was evident throughout the 29th International Convention of the Teamsters Union in June and July.

More than 1,600 delegates and 4,000 retirees and guests from across the U.S., Canada and Puerto Rico gathered to reflect on our union's successes since the last Convention in 2011. At the Convention, we charted a course for the future of our union, heard from some amazing guest speakers and performers, and celebrated the unity of the Teamster family. One of the most significant things we accomplished was increasing strike benefits.

At the 28th International Convention in 2011, we set a number of lofty goals. Five years ago, we said we'd end the Consent Decree. We did it.

We promised to organize the unorganized like never before. We did it. We organized more than 300,000 new workers in the past decade, including 40,000 new school bus drivers.

At the last Convention, we resolved to organize FedEx. Five years later, we've got FedEx Freight at the bargaining table. We also promised to organize Con-way, and despite that they've changed their name to XPO, we are in the process of organizing them.

At our last Convention we talked about organizing port drivers in California. Since then, we organized 500 new drivers in an organizing campaign that some said couldn't be done. Also since the last Convention, we won on misclassification—California port drivers are no longer independent contractors but employees. New port drivers showed up and spoke about what it now means to them to be Teamsters.

We also talked about the challenges facing our union, including bad trade deals, corporate mergers and right-to-work legislation popping up in states nationwide. But with Teamster Power, we know there is nothing that we can't overcome.

I'm proud of the progress the Teamsters Union has made in the past five years, but there is still much work to be done. There are still more workers to organize and more battles to be fought. It won't be easy, but victories never are.

The Teamsters Union is ready to roll up our sleeves and get to work on the next five years.

James P. Hoffa

TEAMSTER STRONG

The 29th International Convention of the International Brotherhood of Teamsters opened on June 27.

Rank-and-file members and Teamster leaders from the U.S., Canada and Puerto Rico gathered, along with guests from all over the world, to move the union forward.

"On behalf of Teamsters throughout the West, I'd like to welcome you to the 29th International Convention," said Randy Cammack, President of Joint Council 42, the Teamster affiliate hosting the Convention.

Meeting at the Paris Hotel in Las Vegas, more than 1,600 delegates mapped out the future course of the 1.4-million-member Teamsters Union.

According to the Teamster Constitution, the International Convention is the supreme policy-making body of the union, with the power and authority to modify the Constitution, establish programs, address fiscal issues and set priorities. During the Convention, delegates considered and approved a number of constitutional measures and resolutions.

Delegates also had the important task of nominating candidates for the International offices of General President, General Secretary-Treasurer, Vice Presidents and Trustees.

GENERAL EXECUTIVE BOARD

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General President
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Ken Hall
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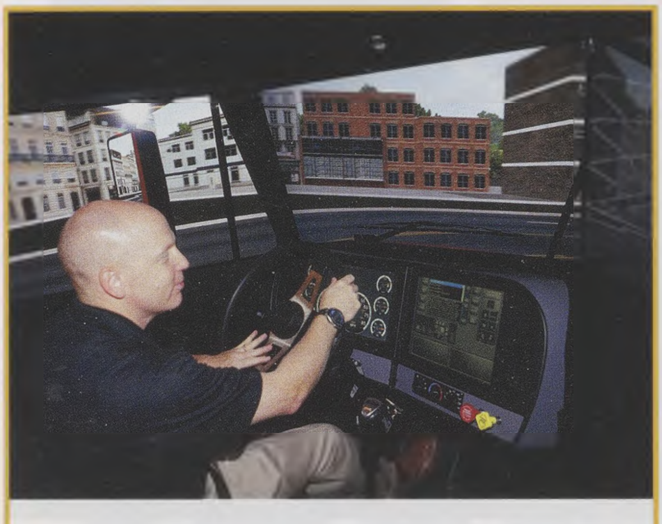


Union's Priorities on Display in Exhibition Hall

TEAMSTERS
ASSISTANCE PROGRAM
MILITARY
STERS MILITARY
TANCE PROGRAM
HOFFA-HALL 2016
TEAMSTERS CANADA
ABF

The Teamsters 29th International Convention met under a "Teamster Strong" banner, and that was reflected in the impressive exhibit hall located across from the main Convention ballroom.

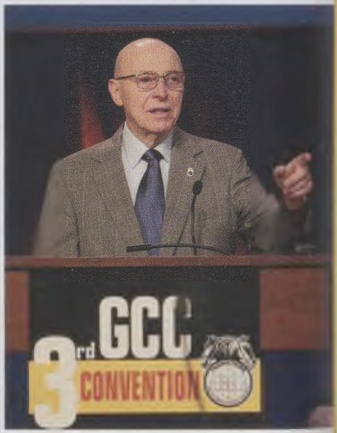
This exhibit area included booths from every Teamster division, conference and department.

Something new this year, that was a highlight for everyone who tried, were the various simulators that allowed delegates and guests to see what it's like at the controls. A flight simulator was on loan from Lockheed; a locomotive simulator was on loan from PST; and a truck driving simulator was on loan from L3 and was delivered by ABF.

In the center of the hall was a Teamster Action Center, where members could get involved in various ways, from calling members of Congress to signing petitions to joining DRIVE, the union's political action committee.

The Teamster History Corner highlighted past conventions and featured videos and displays about the union's history.

Graphic Communications Delegates Meet for Third Convention



Delegates from across the U.S. and Canada met for the Third Convention of the Graphic Communications Conference (GCC) from June 23-25.

George Tedeschi, President of the GCC, opened the Convention saying the GCC merger with the Teamsters that was voted on over 11 years ago continues to benefit the membership.

"The merger was the right thing to do and I am pleased to be here with all of you. Since our last Convention our staff has become stronger, many taking on additional duties in order for us to continue to save money. I believe everyone is doing an excellent job," Tedeschi said.

"We are bigger and stronger than we were five years ago at your last Convention," said Jim Hoffa, Teamsters General President. "Right along with the changes in technology, our members are learning new skills so they can keep ahead of the changes. We are marching together for a better day and I will guarantee you that we will be here five years from now."

The second day of the Convention opened with a speech by Teamsters General Secretary-Treasurer Ken Hall. "We are now in a better position to serve all the members through our lobbying efforts, our departments, our divisions and our staff," Hall said.

Bob Lacey, the Secretary-Treasurer of the GCC, told the good news of the union's financial state: Costs since the last Convention have been reduced by several million dollars; headquarters staff have taken on more duties instead of replacing retiring staff members; and that there would be no need for the delegates to consider a dues increase.

COMMITTEES MEET TO PLAN UNION'S FUTURE

In the days leading up to the Convention, committees were hard at work laying the foundation for a productive and successful Convention. Those committees and co-chairs include:

Appeals and Grievances Committee: Michael Stapleton, President of Local 385 in Orlando, Fla., and Claudia Pettit, Secretary-Treasurer of Local 90 in Des Moines, Iowa.

Constitution Committee: General President Jim Hoffa and General Secretary-Treasurer Ken Hall.

Credentials Committee: Gary Dunham, Secretary-Treasurer of Local 238 in Cedar Rapids, Iowa, and Steve Dayan, Secretary-Treasurer of Local 399 in North Hollywood, Calif.

Diversity Committee: Antonio Christian, Director of the Teamsters Human Rights Commission, and Betty Rose Fischer, Secretary-Treasurer of Local 538 in Worthington, Pa.

Organizing Committee: Nina Bugbee, President of Local 332 in Flint, Mich., Sean Cendenio, Secretary-Treasurer of Local 570 in Baltimore, and Chris Griswold, Secretary-Treasurer of Local 986 in South El Monte, Calif.

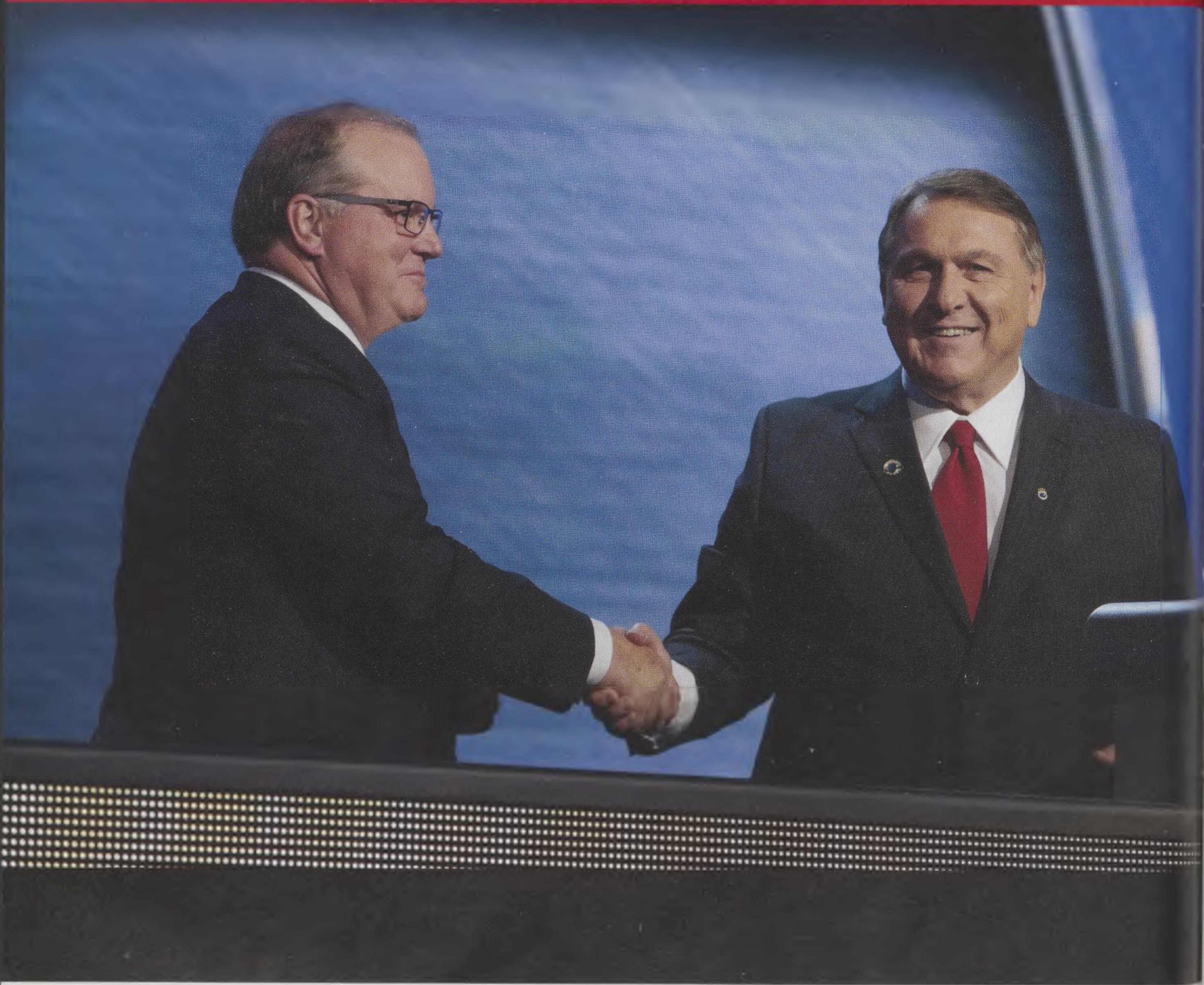
Pension and Benefits Committee: Dave Laughton, Secretary-Treasurer of Local 633 in Manchester, N.H., and John Murphy, International Vice President.

Political and Legislative Committee: Letitia Acosta, Secretary-Treasurer of Local 657 in San Antonio, Texas, and Pat Stryker, Recording Secretary of Local 237 in New York City.

Resolutions Committee: Dave Dudas, Secretary-Treasurer of Local 52 in Brook Park, Ohio, and Tom Ratliff, President of Local 639 in Washington, D.C.

Rules Committee: Bob Lennox, Secretary-Treasurer of Local 495 in West Covina, Calif, Tom O'Donnell, President of Local 817 in Great Neck, N.Y., and Dennis Roberts, President of Local 407 in Cleveland.

Sergeant at Arms Committee: Sonny Nardi, President of Local 416 in Cleveland, Frank Rocha of Local 70 in Oakland, Calif. and Ron Rocha and Mike Clark from the International Union.



Teamsters General President Jim Hoffa welcomed the thousands of Teamster delegates, guests and union officers to the 29th International Convention's first day.

"At our last Convention we made a number of promises to you. We set high goals for our union. We said we'd end the Consent Decree and get rid of the RICO lawsuit. Well we did it!" Hoffa said. "We run a clean union and we're proud of it."

In his five-year report, Hoffa touched on many issues the union has dealt with in the last five years, and reminded those in attendance what the union can accomplish in the face of so many challenges.

"We pledged to grow our union. Teamsters organized more than 300,000 new workers in the past 10 years!" he said. "More Americans want to be Teamsters. In these troubled times, they need the strength and power of the Teamsters Union."

Since the last Convention, the union has organized 13,500 San Bernardino County employees, 2,000 parking workers in Boston, 1,700 nurses in San Diego and thousands more at smaller units nationwide. The Drive Up Standards campaign has organized more than 40,000 new school bus drivers since it was started a decade ago.

Hoffa also talked about one of the most important developments in organizing: FedEx Freight.

"At the last Convention we resolved to organize FedEx. Here we are five years later and we've got FedEx Freight at the bargaining table!" Hoffa said. "Two weeks ago we held our first negotiating sessions in Philadelphia and Charlotte, and we're going to get to the table in New Jersey and California soon."

Right-to-work battles and other political fights were addressed, plus the importance of voting in the upcoming elections.

"There's more work to do! There's more workers to organize! There's more battles to be fought!" Hoffa said. "So on this day, let's pledge together to fight the good fight, to win the war on workers and to look in the mirror five years from now and say I did my part!"

Teamsters Talk Political Power During Convention's First Day

Politics and policy were front and center during the first day of the 29th International Convention as thousands of Teamsters lauded the union's support for a platform that calls for more infrastructure investment and election contributions by members while calling out lawmakers who would ship jobs overseas or hamper collective bargaining.

Teamsters General President Jim Hoffa told attendees the last five years have been a time of success for the union. But there is still a lot of work to be done.

"We have to make new pledges, new promises," he said. "We need to organize, but there are new journeys to be won. Let's pledge to say we will get out to vote and win!"

Union members rose to their feet during a rousing discussion about the damage trade deals, like the proposed Trans-Pacific Partnership (TPP), could bring to everyday Americans. As part of a resolution approved by members, members agreed that "It is a moral and economic imperative that this country drastically reform its trade policies to ensure that working families' wages and benefits are not further eroded, that jobs are not continually sent offshore, that the right to organize and to bargain collectively be in any agreement, and that workers are free from exploitation."

TEAMSTERS TO PUBLIC OFFICE

Kevin Moore, an International Trustee and President of Local 299, said Teamsters won't just sit back and allow Congress to approve the TPP.

"Teamsters are for fair trade, not free trade. Trade that helps working men and women. When the U.S. negotiates trade, it must put workers first," Moore said. "Are you ready to fight? Then get out of your chairs and let them hear it. We're not going to take this anymore. No TPP!"

Support was also strong for the union's Let's Get America Working platform, which was presented by Local 769 President Mike Scott. The union unveiled a broad agenda last September that calls for more spending to fix roads, rail, mass transit, energy networks and water systems. Such spending will create good-paying jobs that can't be outsourced.

And members also got fired up during discussion of so-called right to work, which penalizes workers by hindering their ability to negotiate fair contracts. Lawmakers were successful in passing right to work in West Virginia this year, but pro-worker forces continue to hold off a similar result in Missouri. General Secretary-Treasurer Ken Hall said workers have the power to stop it.

"We can change peoples' minds. We have to keep fighting and telling people the truth," Hall said. "This upcoming election is the absolute referendum for us. Come November, we will remember."

Near the end of the day's proceedings, Convention attendees heard about the importance of the 2016 elections as well as the need to elect Teamsters to public office. And members approved a resolution backing increased participation in the union's DRIVE program, which funds the union's contributions to candidates for office.

Robert Mele, President of Local 988, said he has pushed the importance of the program to members by telling them participation is essential to ensure Teamster Power.

Tom Morello **ROCKS** Day One of Convention

HOFFA PRESENTS MORELLO WITH TEAMSTERS PRESIDENT'S AWARD

The afternoon of the first day of the 29th International Convention got off to a rocking start with Tom Morello delivering a raging performance after General President Jim Hoffa presented the guitarist with the Teamsters President's Award.

"Tom Morello's music and solidarity electrifies Teamsters and everything we fight for," Hoffa said before giving the award to Morello.

"I come from a union family," Morello said. "This award really belongs to all the rank-and-file workers fighting every day."

Morello brought his soundtrack of working-class ballads to the Teamster stage.

With a hard-rock punch, shrieking guitar strings and pro-worker politics, Morello brought Teamsters to their feet with fists in the air. His set included renditions of labor music classics like "Solidarity Forever" as well as Bruce Springsteen's "The Ghost of Tom Joad."

"Being recognized by the most powerful union in North America, the Teamsters, is truly an honor. For me music is the message, and the message is solidarity," Morello said.

TEAMSTERS
ARM THE HOMELESS

Morello—a musician, activist and longtime friend of labor and Teamsters—is the guitarist behind Rage Against the Machine. Some of the labor-inspired songs performed were first released on his solo "Union Town" album under the name The Nightwatchman. Morello's latest band, Prophets of Rage, is shaking up the political music scene once again with unapologetic social justice jamming.

"My music is about being rebellious, militant and—like the Teamsters—stirring up trouble to win justice for poor and working people all over the world."

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2016
29TH INTERNATIONAL CONV
LAS VEGAS
BLACK S

"Let's dare to fight together and there will be no win, no victory if we don't fight. So let's stand strong and fight together."

Rosa Pavanelli
General Secretary of Public Services International

"I'm proud today to say that I, too, am a Teamster, like my father and my grandfather before me. And together, we are today, and always will be, Teamsters Strong."

Kathleen Brennan
Local 1932

"We went from pay discrimination to equal pay. This is a true story of union power."

Kangela Moore
Local 237,
New York City

"It is an honor and a privilege this afternoon to be standing here as a 39-year Teamster, President of Local 707, and a County Legislator that's proud to wear the union label each and every day."

Kevin McCaffrey
Local 707, New York

Remembering Fallen Teamsters

Not long after 13,500 San Bernardino public services workers affiliated with the Teamsters Union in 2015, the newly chartered Local 1932 experienced tragedy.

On December 2, 2015, 14 people were killed and 22 were seriously injured in a terrorist attack at the Inland Regional Center in San Bernardino, Calif. The terrorists targeted a San Bernardino County Department of Public Health training event and Christmas party.

Three Teamster members were killed and two were wounded.

It wasn't long before their Teamster family reached out to help them. Joint Council 42 created a support fund for the victims and families impacted by the shooting in the immediate wake of the attack. Nearly $200,000 was raised for the fund from Teamsters alone.

"We thank you from the bottom of our hearts for what you did for us," said Kathleen Brennan, a San Bernardino worker and member of Local 1932. "Know that if ever it's needed, we will be there for you. Together, we are, and always will be, Teamster Strong."

At the 29th International Convention, Teamsters paid tribute to the fallen with a moment of silence before Amy Edwards sang "Amazing Grace."

STRONG FINANCES

HALL DETAILS UNION'S FINANCIAL POSITION

With so many outside forces trying to bring down the American labor movement, the union's finances have never been more important. With that in mind, General Secretary-Treasurer Ken Hall detailed the state of the union's finances on the second day of the Convention.

"I am proud to report that our union's finances are stronger than ever. In fact, since Jim Hoffa and his administration took office in 1999, we have never been in a stronger financial position than the one we are in today," Hall said.

> *"We have never been in a stronger financial position than the one we are in today."*
>
> **–General Secretary-Treasurer Ken Hall**

As General Secretary-Treasurer, Hall is responsible for managing the union's budget, its investments and other funds. As Hall outlined on the second day of the 29th International Convention, a lot has changed.

"When Jim took office in 1999, our union was almost bankrupt. Our net assets stood at only $8.6 million," he said. "Today, I am proud to report that as of Dec. 31, 2015, the International Brotherhood of Teamsters audited financial statements reported net assets of $253.7 million."

Hall also detailed the strong position of the union's Strike and Defense Fund.

"Back in 1999, we had nothing in our Strike and Defense Fund. In fact, the Strike and Defense Fund owed the International General Fund $17 million…We owed millions to other international unions. It was embarrassing," Hall said. "Today I am proud to report that we have $153 million in our Strike and Defense Fund."

A strong Strike and Defense Fund allows the Teamsters Union to take on any employer, anywhere, at any time.

"We should never be in a position where we can't help out our brothers and sisters in their time of need," Hall said.

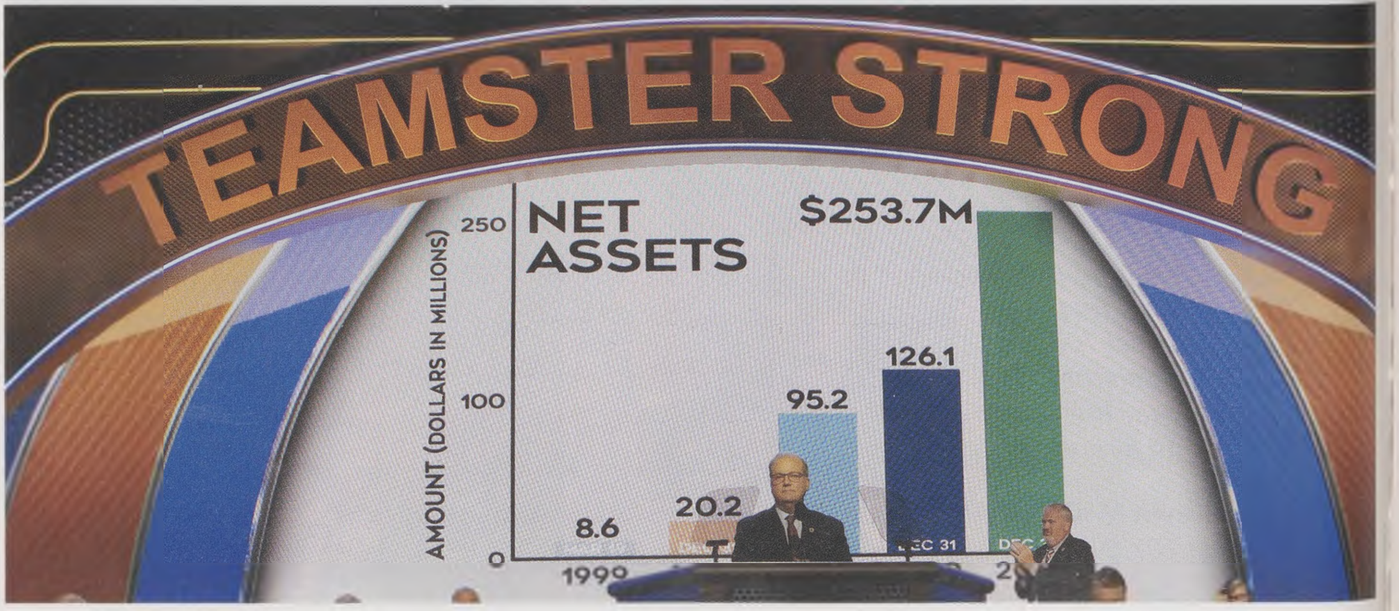
Under the Hoffa administration, the union's General Fund and Strike and Defense Fund are at their highest-ever level. The fund got even stronger toward the end of the Convention, when delegates voted to increase strike benefits.

"Over the past five years, we have taken on some of the biggest employers in North America, and we've won," he said. "In all these cases, we were able to win these battles because we had the resources to fight…Unions like the Teamsters are the only thing standing in the way of big business taking complete control of our economy, our laws and our government."

Hall also said the union has implemented a more stringent auditing process to find and fix small problems before they turn into big ones.

"Financial controls are more important than ever now to ensure that the finances of the union and its affiliates are in perfect order," Hall said.

"I have been a Teamster for more than 40 years and am incredibly proud of the work that you do," he said. "When we work together, nobody can defeat the Teamsters Union."



"A team is not just a group of individuals who work in the same location or have the same logo on their business card or uniform. A real team is made up of people who may be unequal in experience, talent or education, but are equal in the commitment to working together to achieve the goals and good of the organization, each other, and their fellow men or women."

–Stipe Miocic, *UFC Heavyweight Champion*

"If you look historically at this nation, when unions are stronger everyone benefits... So anybody out there that says that unions are bringing us down, unions are to blame for a bad economy, quite the contrary. A strong union and strong union workers in this country are the reason we've historically had a strong economy, we've had a strong middle class."

–Leslie Marshall, *Talk Radio Host*

Teamsters dug deep to support their brothers and sisters on strike against US Foods and raised more than $17,000 by passing the hat.

The Swon Brothers, sons of Local 516 Secretary-Treasurer Kelly Swon, entertained delegates and guests on the Convention's second day.

TEAMSTERS
29TH INTERNATIONAL CONVENTION

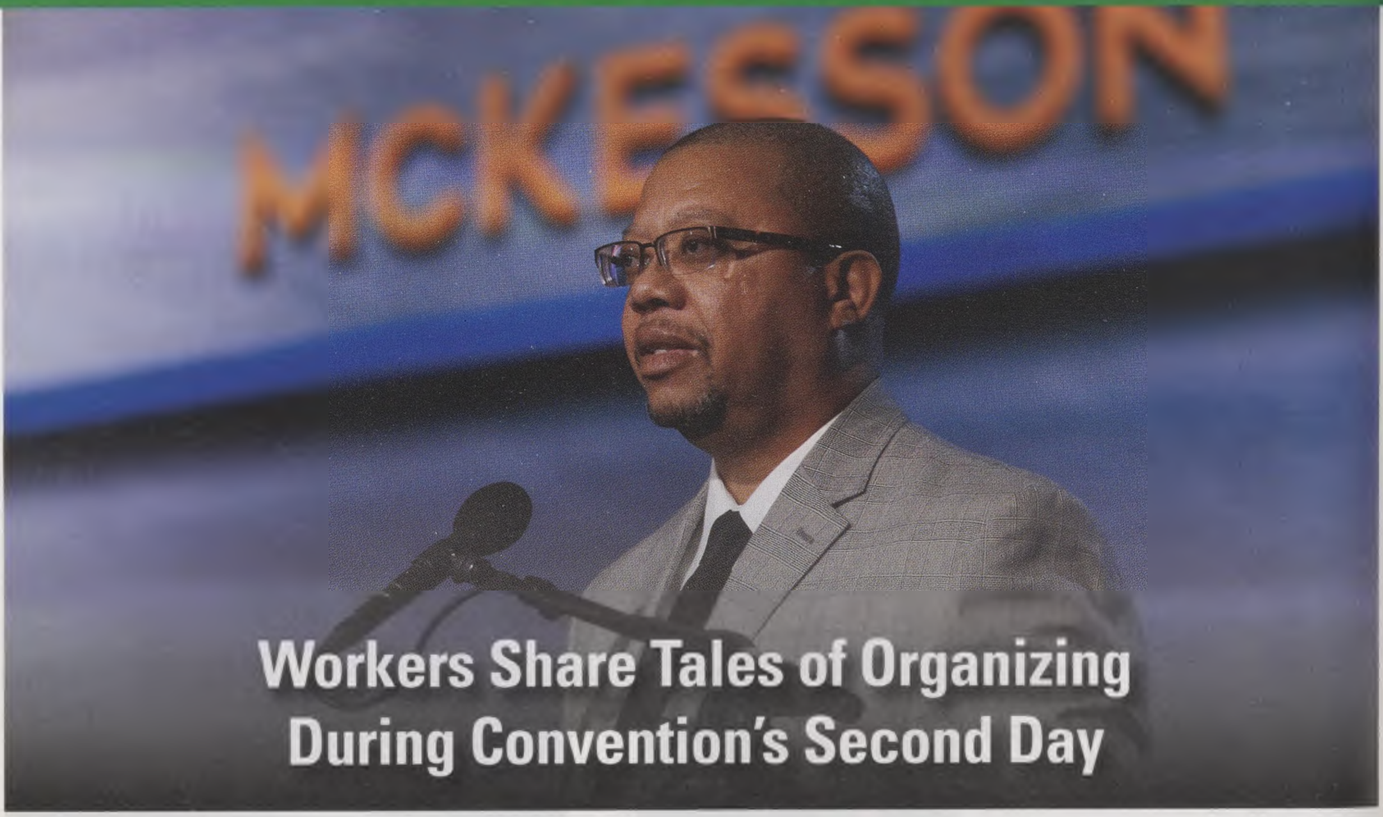
International SOLIDARITY

OVERSEAS ALLIES ADDRESS CONVENTION

Worldwide, union members are facing hostile lawmakers looking for scapegoats for economic troubles. International solidarity is essential if the labor movement is going to successfully challenge the global race to the bottom for wages and benefits.

Many Teamster allies from overseas attended the Convention, including: Len McCluskey, General Secretary of Unite the union in Great Britain; Tony Sheldon, National Secretary of the Australian Transport Workers Union; Rosa Pavanelli, General Secretary of Public Services International, a global union federation of hundreds of unions representing 20 million workers in 154 countries; Ariel Jacobi, General Secretary of IUGE in Israel; and Hassan Yussuff, President of the Canadian Labour Congress.

"I'm incredibly proud of the work that we are doing with our partners like the Teamsters Union...You are the most iconic trade union on our planet and you should be proud of your history," said McCluskey, head of Britain's largest trade union. "Working together with the Teamsters, we have already achieved great successes."



Workers Share Tales of Organizing During Convention's Second Day

Day two of the Teamsters 29th International Convention told the story of organizing and growing the union through the voice of the union's own members.

Whether it was freight, warehouse, tech or port, workers across different industries shared the details of their hard-fought victories in the workplace. But despite myriad backgrounds, they all had something in common—the resolve to stand up and fight back against greedy employers looking to take advantage of them.

There might be no greater example of that than McKesson Pharmaceuticals. Glen Gray, a member of Local 79, has worked for the company for more than a decade. He joined colleagues at his Lakeland, Fla. facility who in 2011 organized with the union, but then was fired two years later after he spoke out publicly.

"Losing my health care was difficult," he told attendees. "My wife has a chronic illness. But I never gave up, I never lost faith. The company offered to pay me off to go away. But I told them no because somebody needs to say no to corporate greed, somebody needs to say no to corporate bullying."

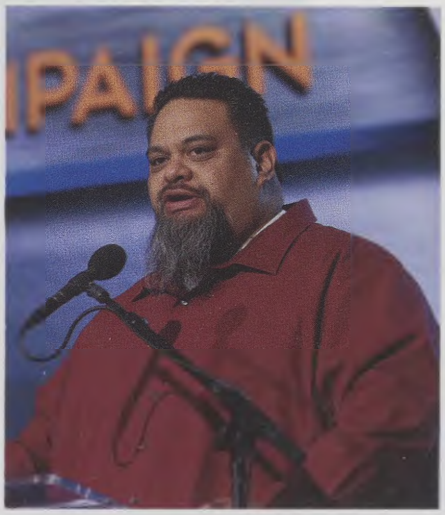
JC 16
TEAMSTER POWER
eXPOsed
eXPOsé
eXPuestO
The Truth About Global Greed

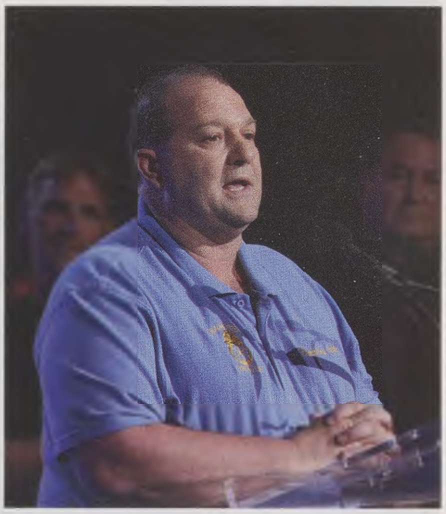
After an appeal to the National Labor Relations Board, Gray won his job back in 2015 with back pay and benefits. "When I marched back to my job last year, I marched back with my head held high," he said.

The fight for fair wages and benefits, however, continues with McKesson. Despite being one of the nation's richest companies, its workers in Florida still haven't been awarded a first contract.

There have been greater stories of success in freight organizing. International Vice President Gordon Sweeton noted four FedEx Freight facilities have organized with the Teamsters in recent years and the courts just recently ordered the company to hold contract negotiations. Since then, Locals 71 and 107 have done so.

"This victory was made possible by those at the local unions and the international unions working together," he said.





"We've got a long way to go, but at least we've started negotiating."

Mel Mendieta, a Local 439 member who works at FedEx Freight in Stockton, Calif., said workers will benefit from these deals. "This is about winning a secure future," he said. "Our families deserve this and we deserve this."

Meanwhile, at XPO/Con-way, similar steps have been made. International Vice President Tyson Johnson noted three locals have won their organizing fights. But the process still has a ways to go.

"XPO has misrepresented and misled the Con-way workers about the closing of facilities," he said. "Our organizers have educated XPO workers about the fact its pension plan shut down in 2006. It's hard to believe but many didn't know they weren't going to receive pension benefits."

Juan Narron, a member of Local 657 in Laredo, Texas, said workers are going to remain strong in the fight. "The company is trying to break our spirit," he said. "But you know what, it won't work. Because we are proud Teamsters."

Warehouse workers shared similar sentiments while discussing efforts to organize Sysco and US Foods workers. Kip Cortez of Sysco Atlanta said workers there stood up because it took advantage of them. "This company made billions and billions of dollars, and in 20 years they never shared a raise with us," the Local 528 member said. "We went against Sysco Atlanta and we won. And it was worth it for us."

The struggle, however, continues for US Foods warehouse workers in Maryland who have been out on strike since April. Some 3,000 US Foods workers nationwide have honored their picket line at different times since them, said Steve Vairma, an International Vice President.

In the booming Silicon Valley, the Teamsters, led by International Vice President Rome Aloise, have helped shuttle bus drivers working at some of the best-known tech firms in the world gain better wages and working conditions.

Local 853 member Rosie Silva, a Loop Transportation driver, said the organizing effort has changed her life. "The benefits were better, the pay was better," she said.

And finally, port truck drivers have for the last several years been standing up against misclassification and wage theft at the twin ports of Los Angeles and Long Beach. And they have met success, as government agencies and the courts have sided with workers over employees on the issues.

That hasn't necessarily stopped the companies in their effort to tamp down on workers. "The company may have a little fight in them. But that just means we need to stand up!" said Daniel Uaina, who works for Intermodal Bridge Transport and is a member of Local 848.

XPO/CON-WAY
ORGANIZING

BROTHERHOOD ON DISPLAY

Union Raises $1.4 Million to Fund Drug Treatment Facility

Teamsters have a long history of giving back. But on the third day of the 29th International Convention, that generosity was raised to a whole new level when locals pledged more than $1.4 million as part of an effort to combat the scourge of opioid addiction.

Local 24 President Travis Bornstein, along with his wife Shelly, started a charity called Breaking Barriers – Hope is Alive, in order to help families struggling with addiction. Their involvement in the issue is based on their own heartbreak. The Bornsteins lost their son Tyler to a heroin overdose in 2014 after doctor-prescribed medication for an injury led to full-blown addiction.

Bornstein addressed the Convention because he wanted Teamsters to know that the misuse of painkillers is a real concern for workers and their families. And in a spontaneous and often emotional fashion, the union responded. Members gave him multiple standing ovations. They shared their own stories of suffering with drug and alcohol issues.

But maybe most remarkably, for more than an hour after Bornstein's speech ended, Teamster leaders, regardless of politics, geography or any other differences, lined up hundreds deep and pledged money to the charity on behalf of locals, Joint Councils, Conferences and union clubs. They also donated personally.

The money will fund a drug treatment facility Breaking Barriers hoped to build in Tyler Bornstein's honor. The plan is to build it on the current vacant lot in Akron, Ohio where Tyler was left to die in September 2014.

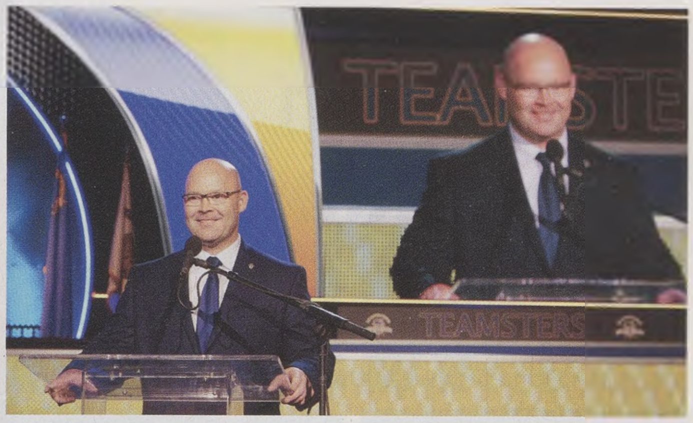
"Listen, brothers and sisters, I've never had a moment like this in my life," an overwhelmed Bornstein said after taking in the response of his fellow Teamsters. "Thanks to you, we are going to make a difference. We're going to stand up and fight, and we aren't going to let you down."

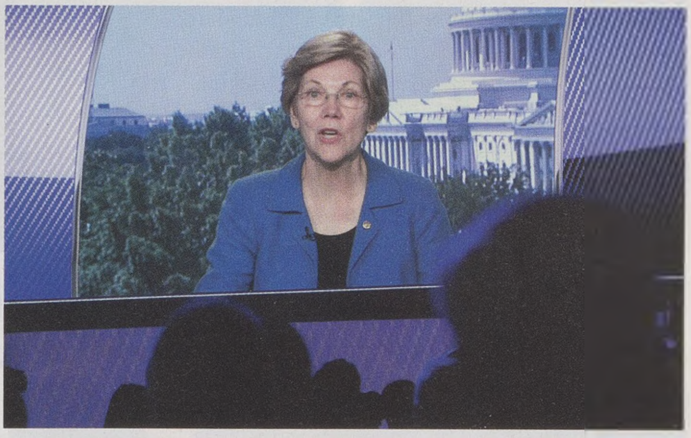
The Teamsters, recognizing the importance of the issue, also approved a resolution on the opiate painkiller epidemic that, among other things, called on government at every level to take prescription medication addiction more seriously.

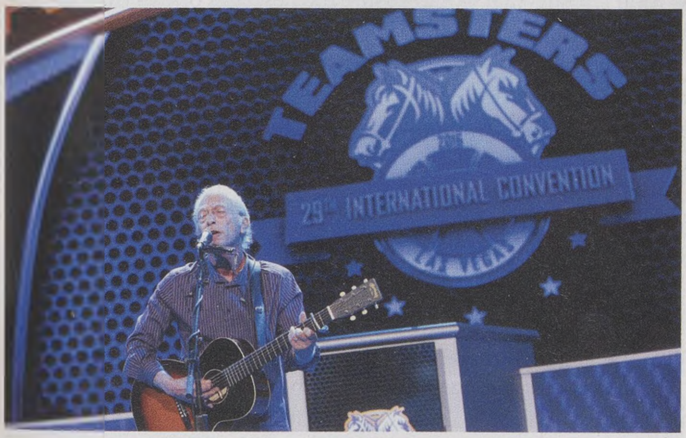
For more information or to donate, visit www.NowWeFightForYou.com.

TEAMSTER STRONG
BREAKING BARRIERS
HOPE IS ALIVE

TEAMSTERS UNITED


TEAMSTERS




TEAMSTERS
29th INTERNATIONAL CONVENTION

Driving Up Standards Since 2006

Drive Up Standards

School Bus and Transit Workers United

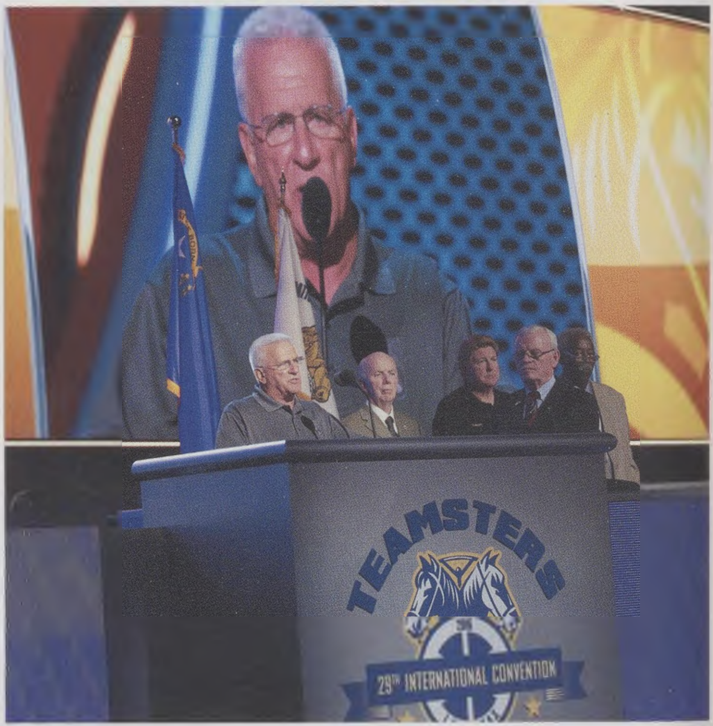
Delegates and guests celebrated one of the union's most successful campaigns at the Teamsters 29th International Convention.

Since launching the Drive Up Standards campaign in 2006, the union-wide effort to raise industry standards in the school bus industry has become a model for its success in organizing workers on a monumental scale.

Rick Middleton, head of the union's Drive Up Standards campaign, told delegates and guests and when the campaign started in 2006, the union represented about 4,000 members in the industry.

"We now have 46,000 bus operators nationwide," he said. "We have grown tenfold in 10 years…The school bus industry is now a Teamster industry."

Driving Up Standards
Since 2006



PROTECTING OUR PENSIONS

Teamster leaders and retirees spoke out strongly on the third day of the 29th International Convention for the need to enact pension reforms that would ensure the nest eggs of everyday Americans who work hard and deserve greater retirement security.

They detailed the union's successful fight to push back on steep mandatory cuts of the Central States Pension Fund, but also made clear that the work to ensure the future of all pensions is ongoing and will require the work of all Teamsters, both active and retired.

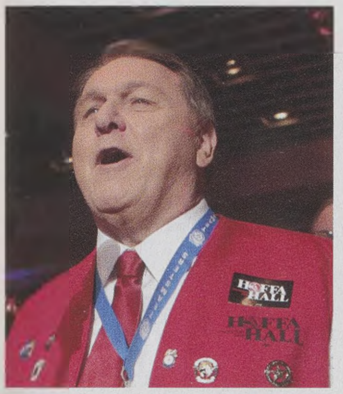
"Now we are on to the bigger fight—finding funding for our pension funds through legislative means," said John Murphy, International Vice President.

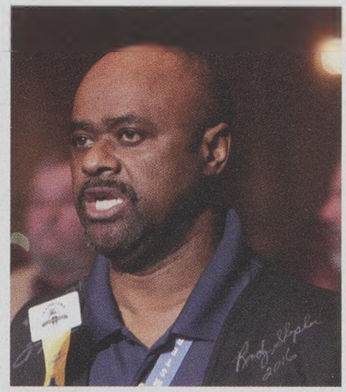
Mike Walden, a Local 24 retiree from Ohio who played an active role in organizing the fight against Central States, said if Teamsters unite on the issue, the union can win.

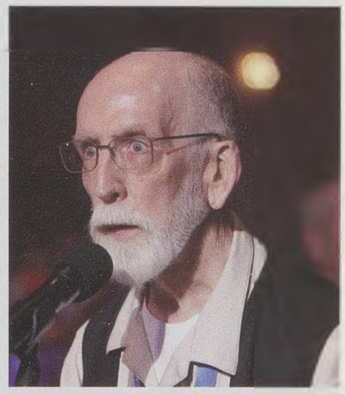
"We need to come together to find a better solution that doesn't hurt active participants or retirees," he said. "Brothers and sisters, do not give up, do not lie down."

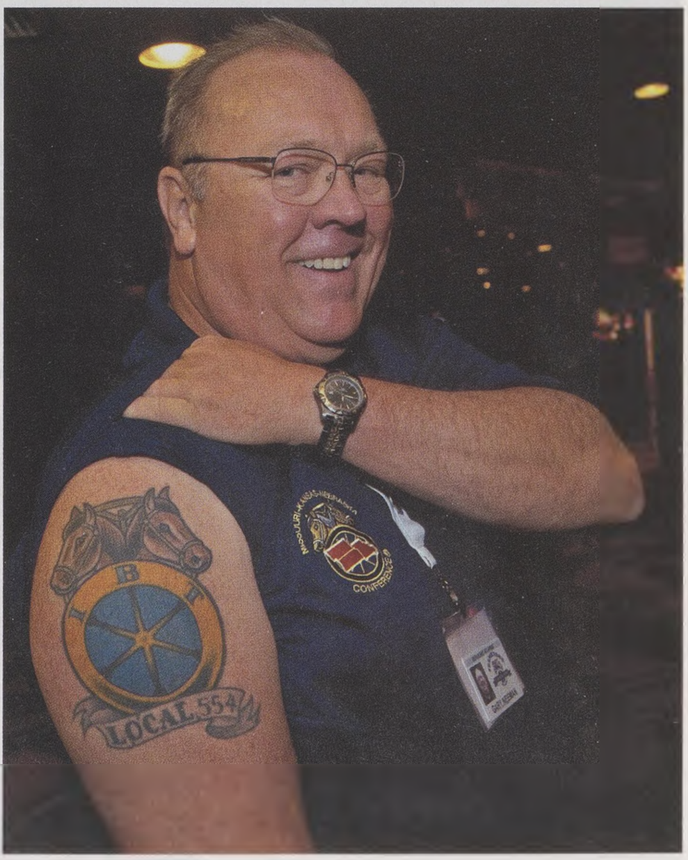
In response, Convention attendees approved a resolution calling for pension reforms. As part of the resolution, the Teamsters committed to protecting the retirement security of Teamster members and retirees, as well as to "engage political leaders, financial institutions and regulatory agencies to find creative and enduring solutions that strengthen Teamster-affiliated pension funds."

The union also said it would work to repeal provisions of the Multiemployer Pension Reform Act that force pension cuts on participants as well as pass legislation that would bolster pension plans like its own.








I B T
LOCAL 554

CONSTITUTIONAL AMENDMENTS

STRIKE BENEFITS INCREASED

DELEGATES UNANIMOUSLY SUPPORT AMENDMENT TO RAISE BENEFITS

At the Teamsters Convention, delegates meet to engage in the work of the union. One of the most important aspects of the Convention is amending the union's Constitution.

General President Jim Hoffa and General Secretary-Treasurer Ken Hall served as co-chairs of the Constitution Committee, which met in the days leading up to the Convention to propose, debate and vote on whether amendments come to the floor of the Convention for a vote.

These amendments cover a diverse range of issues, from general housekeeping such as deleting outdated language, to much more important issues facing the union and its members.

The most significant change to the Constitution was a Striker Security Package that increased strike benefits and allows for benefits to begin earlier than in the past. Benefits went from four to five times a member's monthly dues. Strike benefits are now a minimum of $150 per week up from $100 per week.

Members overwhelmingly approved the new language, with several delegates speaking forcefully in favor of it.

Denis Taylor, International Trustee and President of Baltimore's Local 355, rose in support of the amendment. He recalled that in 1998 the union had no strike fund, but "today it stands at $150 million…Increasing strike benefits sends a strong message to employers that Teamsters are ready to strike and win."

"The companies we fight on a day-to-day basis have the resources to have a long, protracted fight" in the event of a strike, said Keith Gleason, President of Local 627 in Peoria, Ill. "It's in our members' best interest that this resolution be passed that we raise these strike benefits."

Other changes included language reflecting the end of the Consent Decree and eliminating retroactive dues increases.

All changes to the Constitution were accepted unanimously. An amendment to an amendment on the striker protection package, proposed by Local 89 President Fred Zuckerman, was defeated. That amendment stated: "out-of-work benefits shall be payable at the end of the first week and each subsequent week of a strike or lockout and a fraction of the week's benefits be paid for" instead of the approved amendment requiring benefits be paid at the end of the eighth day.

Living History

Waste Worker Testimonial Spans Generations

History came to life at the Teamsters 29th International Convention. Two figures from the historic 1968 Memphis sanitation strike told their tale of determination to a rapt audience.

Alvin Turner and Baxter Leach didn't stop their union activism after the 1968 strike. In fact, they are still doing all they can today on behalf of workers in the industry, including participating in Teamster organizing campaigns.

"The word 'hero' is thrown around way too easy. These two men are heroes and they are unbelievable," said Chuck Stiles, Vice President of Local 728 in Atlanta, while introducing them. "They are a wealth of knowledge and they never, ever stop. The reason these guys fight so hard is they know what unions did for them, how the power of the union lifted them up."

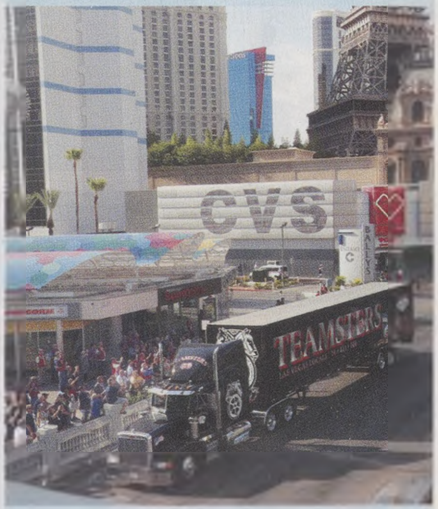
"You all make me feel good. You all have shown me nothing but love and I thank you. If ever you need me, I'm available," Turner said to a standing ovation. The audience held up signs that read, "I Am A Man," modeled after the signs carried in the 1968 strike.

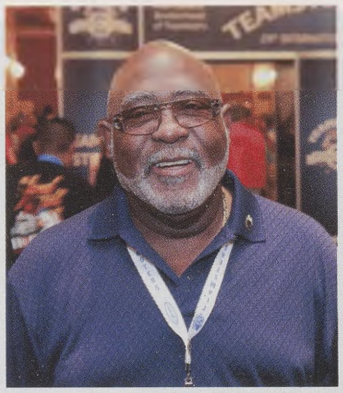
Ron Collins, a Waste Management Teamster in Memphis, spoke after Leach and Turner and told how far the union has brought waste workers since 1968.

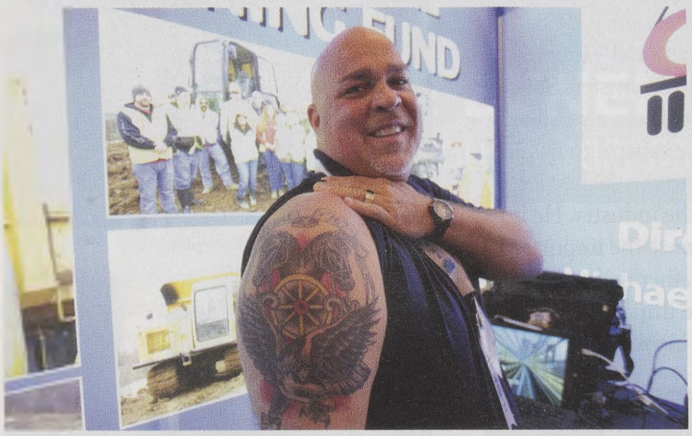
Ron Herrera, International Vice President and Director of the Teamsters Solid Waste and Recycling Division, also talked about how far the waste campaign has come in recent years and the challenges still facing workers in the industry. He impressed upon the audience the importance of unions working together in a coordinated fashion, and the importance of looking to the past for inspiration.

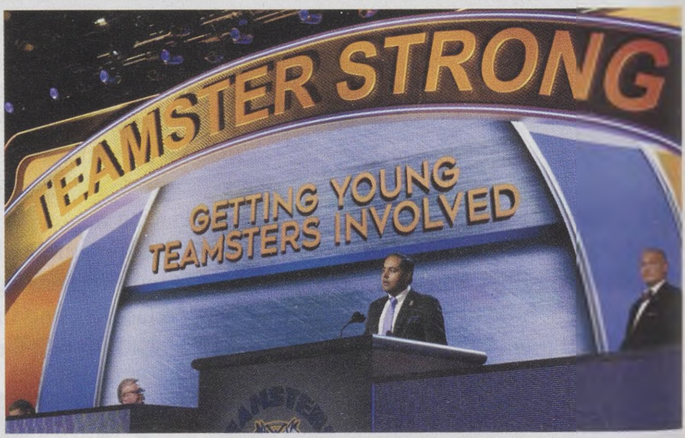
Keep on Truckin'

A convoy of Teamster trucks rolled down Las Vegas Boulevard on the Convention's fourth day in a show of Teamster power, electrifying thousands of Teamsters and other spectators.








TEAMSTER STRONG
GETTING YOUNG TEAMSTERS INVOLVED

GENERAL PRESIDENT CANDIDATES' FORUM

The Office of the Election Supervisor has scheduled a General President candidates forum for August 25, 2016 in Washington, D.C. The candidates must participate in a forum where they will be asked questions directly by journalists and also respond to questions submitted by IBT members. *Rules for the 2015-2016 IBT International Union Delegate and Officer Election ("2016 Election Rules")* Article VII, § 6.

WHO WILL PARTICIPATE?

The Election Supervisor is required to conduct at least one candidates forum for the candidates nominated for the office of General President. *Rules*, Article VII, § 6(b). Jim Hoffa and Fred Zuckerman were nominated for the ballot as candidates for the office of General President at the 29th International Convention.

A General President candidate who belongs to a slate that includes a candidate nominated for the office of General Secretary-Treasurer may designate the candidate nominated for General Secretary-Treasurer to appear as the candidate's representative at the forum. That designation must be made no later than July 31, 2016. *Rules*, Article VII, § 6(d). The attorney for Candidate Hoffa has informed OES in writing that Mr. Hoffa will not appear at the forum and the candidate's co-slate member nominated for General Secretary-Treasurer, Ken Hall, will appear instead.

CAN I PARTICIPATE?

The format for the forum must be discussed with the candidates, but the Election Supervisor has final authority to decide those matters. OES is exploring the use of technology that will allow members to view the forum live over the internet, and to submit questions. There will be a live audience of IBT members at the forum and it is expected that some questions will be submitted from them.

CAN I GET A COPY?

Yes. Whether or not a live stream is possible, the forum will be recorded and made available in a form accessible to IBT members to view, listen to, read, and or copy.

CHECK WWW.IBTVOTE.ORG AFTER AUGUST 1
FOR UPDATED INFORMATION ABOUT THE GENERAL PRESIDENT
CANDIDATES' FORUM

IBT INTERNATIONAL OFFICER ELECTION – CANDIDATE PAGES

CONTESTED ELECTION – The delegates you elected to the 29th IBT Convention nominated 42 candidates to compete for 21 International offices. There are contested elections for the positions of General President; General Secretary-Treasurer; At-Large Vice-President; Central Region Vice-President; Eastern Region Vice-President; Southern Region Vice-President and International Trustee. The secret ballot election will happen this Fall and every member of the IBT will receive a ballot. We expect to mail ballots on October 6, and to start the count of returned secret ballot votes on November 14, 2016.

CONVENTION VIDEO of candidate acceptance speeches can be viewed at the Election Supervisor's website, www.ibtvote.org. These speeches were delivered to the Convention on Friday morning, July 1, 2016. You can watch them anywhere you have an internet connection. You can also download the video for sharing with others.

CANDIDATES FORUM – The *2016 Election Rules* require candidates for General President to participate in a candidates forum (a candidate may choose to send as a surrogate, a slate-affiliated candidate for General Secretary-Treasurer). The candidates forum is presently scheduled for August 25, 2016 in Washington, D.C. OES hopes to make the forum available for viewing live *via* Facebook. Additional information about the candidates forum, and how to access it will be posted to www.ibtvote.org in August.

LEARN ABOUT THE CANDIDATES FOR INTERNATIONAL OFFICE who want your vote. The campaign literature in this magazine is one source of information. There are more ways to get information about the International officer candidates. You may receive mailings directly from them; you may see candidates or their representatives campaigning; there are websites where you can read about the candidates; candidate literature tables are maintained at local union halls.

THIS MAGAZINE CONTAINS CAMPAIGN LITERATURE FROM NOMINATED CANDIDATES. Candidates on a slate have the right to pool their space and make a slate-wide presentation. The order of presentation of each slate or candidate's material in this magazine was determined by a lottery held in July 2016. Nominated candidates have the right to publish campaign literature again in the September 2016 *Teamster* magazine. You can also expect a mailing of campaign literature from the candidates in October 2016 around the time you receive the secret ballot.

YOU ARE ABOUT TO READ THE CANDIDATES' OWN STATEMENTS. These materials were created by the candidates. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the nominated candidates.

Richard W. Mark
Election Supervisor

FRED ZUCKERMAN

Fights for Us

The members who know him best are voting for Fred Zuckerman and Teamsters United.

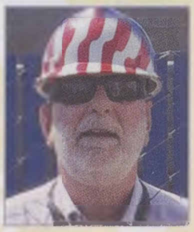
Fred Zuckerman has built one of the most powerful local unions in the Teamsters. Local 89 in Louisville has 15,000 members with strong contracts and good benefits.

$20 Million Win

"I lost my job for 2½ years because Hoffa threw us under the bus. Fred Zuckerman fought for us. We won our jobs back and over $20 million in back pay."

Brenda Helm, Local 89
RCS Transportation

18.45% Wage Hike



"The company tried to cut our pay and benefits and break our union. Fred Zuckerman united us to beat the union busters. We won our best contract ever, including 18.45% wage increases for 800 Teamsters and safer working conditions."

Ronnie Waiz, Local 89
Jeffboat

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

FRED ZUCKERMAN

Defends Members

"Hoffa has betrayed the membership by failing to defend our contracts, our benefits and our jobs."

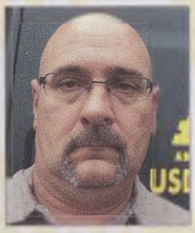
—Fred Zuckerman

Real Teamster Power

"When subcontractors tried to take our freight work in Louisville, Fred Zuckerman personally threw up a picket line and shut the terminal down. The subcontractors were gone in minutes and we haven't seen them since. That's Teamster power."

Nick Mulligan, Local 89
Holland, Louisville

Fighting for Our Pensions



"Hoffa destroyed our freight contract and did nothing while Central States lost billions. Now more than 400,000 Teamsters are threatened with the worst pension cuts in our union's history. Fred Zuckerman stands with us. Hoffa sold us out."

Kevin Koubeck, Local 407
ABF, Cleveland

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

FRED ZUCKERMAN

DON'T
STEAL OUR
RETIREMENT
PENSION
CUTS
THE RUSH TO
PENSION CUTS!
Earned Our Pensions

Fights Benefit Cuts

> **"There is a straight line that runs from Hoffa's corruption to benefit cuts and concessions. You can't take on management, when you're in bed with the company."**
>
> **—Fred Zuckerman**

Hoffa Cut My Healthcare

"Hoffa-Hall let UPS cut my health benefits and raise the cost of retiree healthcare. I want Fred Zuckerman negotiating our next contract."

Hugo Leal, Local 396
UPS, Los Angeles

Fred Zuckerman Saved My Healthcare

"Kroger tried to cut our healthcare. Fred Zuckerman united the members to fight back. We won even better health benefits with no co-pays."

Bill Miller, Local 89
Zenith Logistics (Kroger), Louisville

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

Sham Contracts for Hoffa's Golfing Partner

Teamster Vice President **Rome Aloise** negotiated a sham contract with the owner of an investment firm who takes European golf vacations with Hoffa. Aloise is under criminal investigation.

Source: Independent Review Board report of Charges against Rome Aloise, Feb 10, 2016.

Corruption Trail Leads to Hoffa

Source: Bloomberg News
BNA DAILY LABOR REPORT 2/17/16

Hoffa's top running mate in the West **Rome Aloise** has been busted on corruption charges, including taking employer payoffs and negotiating sham contracts. Aloise is under criminal investigation. The corruption trail leads straight to Hoffa.

See the complete documentation at
www.TeamstersUnited.org/hoffa-corruption

Stop the Hoffa-Hall Corruption Concessions Connection
www.TeamstersUnited.org/Hoffa-Corruption

VODKA
JASLYN

Hoffa Gets Playboy Tickets, Members Get Screwed!

In exchange for **dropping members' demands in contract negotiations**, management at North America's largest liquor distributor gave Hoffa running mate Rome Aloise free tickets to the Playboy party at the Super Bowl for Hoffa's chief of staff. A federal criminal probe is underway.

Source: Independent Review Board Charges against Rome Aloise, Feb. 10, 2016

Stop the Hoffa-Hall Corruption Concessions Connection

www.TeamstersUnited.org/Hoffa-Corruption

Hoffa Fishing Buddy Busted for Embezzlement

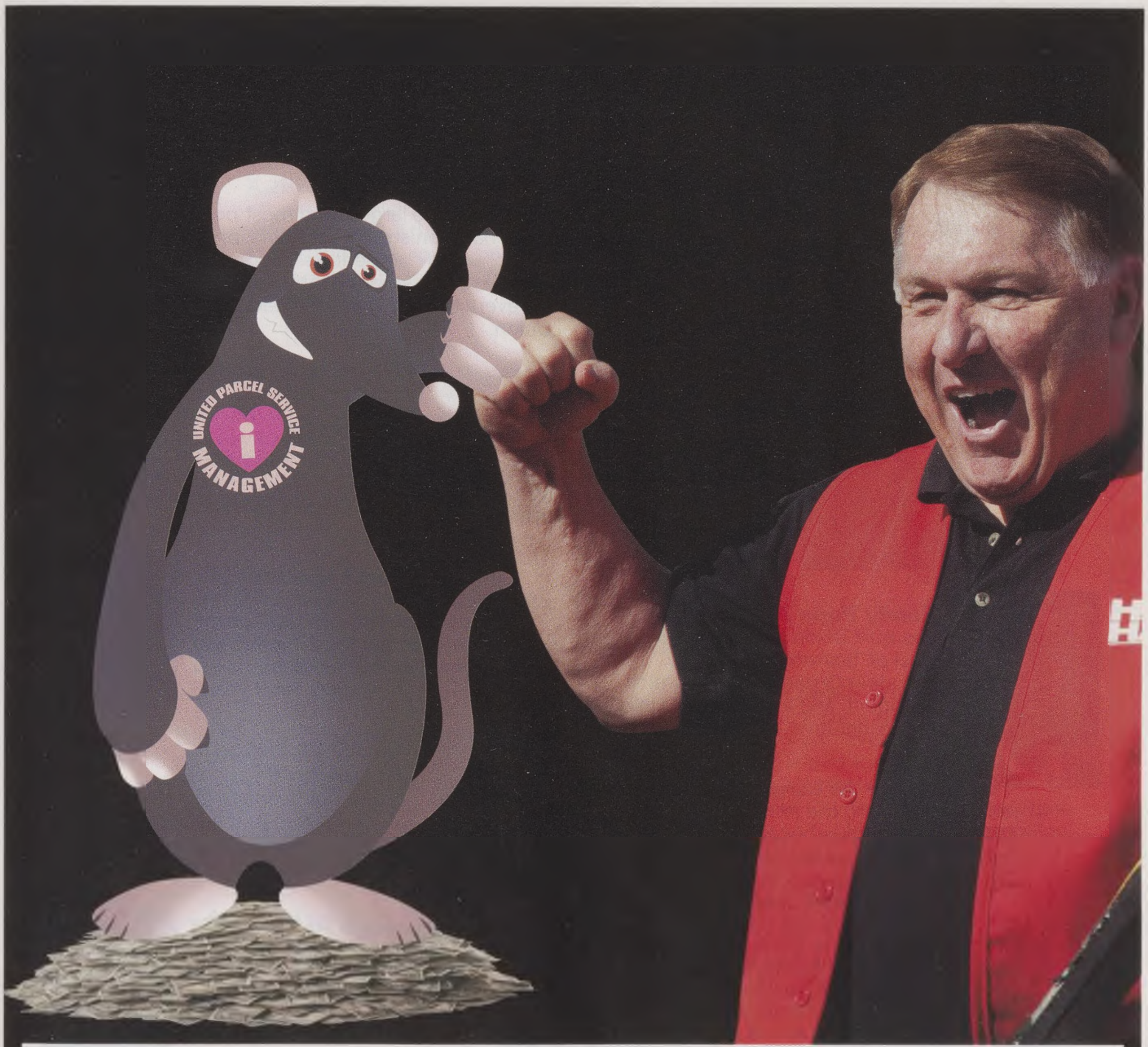
Corruption investigators say that Hoffa and Hall “closed their eyes” while Hoffa’s friend and fishing buddy Bill Lichtenwald **embezzled and misused almost $2 million** in members’ dues.

Under Hoffa, Lichtenwald was named a trustee to the Central States Pension Fund where he voted to **cut Teamster pensions in half**. Charges by the Independent Investigations Officer forced Lichtenwald to resign in disgrace.

Source: Independent Investigations Officer charges against William Lichtenwald, June 15, 2016

Stop the Hoffa-Hall Corruption Concessions Connection

www.TeamstersUnited.org/Hoffa-Corruption



Hoffa Campaign Donor Ratted Out Members

Local 538 President and Hoffa-Hall appointee and campaign donor Betty Rose Fischer **spied on members who opposed contract givebacks and turned their names over to UPS management**. In return, management fired a 27-year Teamster and shop steward who ran against Fischer for local union office.

Source: Emails from Betty Fischer to Labor Manager Tom McCready, May 23, 2014 Produced by United Parcel Service as document number R02044 in United Parcel Service, Case No. 06-CA-143062 (NLRB Region 6).

Stop the Hoffa-Hall Corruption Concessions Connection

www.TeamstersUnited.org/Hoffa-Corruption

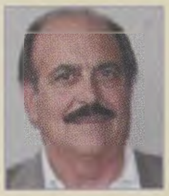
FRED ZUCKERMAN

Fred Zuckerman
General President

President of Kentucky Local 89, one of the largest and most powerful local unions in the Teamsters where he has won strong contracts, protected union standards and organized nonunion competitors. Leader in the Vote No movement against Hoffa-Hall's concessionary contracts. President of Joint Council 94. Has served at every level of Teamster leadership from shop steward to the International Union.

Tim Sylvester
General Secretary Treasurer

While Hoffa-Hall were negotiating givebacks and pension cuts, Tim won a strong contract and better pensions, including a $400 pension increase with 25 & Out at any age, as President of New York Local 804.



Joe Darmento At Large VP
An airline mechanic at UPS, Joe has been a Teamster for 26 years, a union member for 47 years, and served as local union principal officer for 9 years.

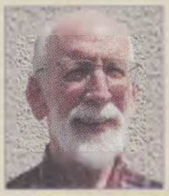
Sandy Pope At Large VP
Has built union power at every level of Teamster leadership, including Organizer, Local Union President, and International Union Representative.

Carlos Lizarraga At Large VP
Proud Rail Teamster. Has served as a Delegate to the National Rail Conference and elected BLET Division 106 Local Chairman.

John Thyer At Large VP
41-year Teamster and the Principal Officer of Teamsters Local 604 in St. Louis. Teamster carhaul leader. An aggressive voice for working Teamsters.

Jerry Yarbrough At Large VP
28-year freight Teamster who has served our union as a Local Officer and Chief Steward in Memphis Local 667.

Willie Ford At Large VP
A 28-year Teamster and proud member of Charlotte Local 71. Has served our union as a Shop Steward, Convention Delegate, and Local Officer.



Stan White At Large VP
Principal Officer of Oregon Local 206 where he has negotiated industry-leading contracts in the warehouse industry.

Help Elect Teamsters United

Sign up online at **www.TeamtersUnited.org/get-involved**

or mail this coupon to **Teamsters United, 315 Flatbush Ave., Box 501, Brooklyn, NY 11217**

☐ I'll hand out flyers at work
☐ I'll make phone calls to members.
☐ I'll visit other worksites.
☐ I'll sign up Teamsters to get email and text updates.

Name ______________________ Local ____________

Cell Phone ______________________

Email ______________________

Fred Zuckerman Teamsters United

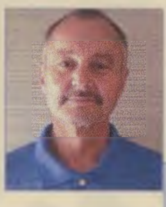
www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

TEAMSTERS UNITED

Kim Schultz Southern VP
A 21-year public employee and attorney. Leader on the organizing drive that brought 15,000 Florida Department of Corrections officers into the Teamsters.

Matt Taibi Eastern VP
Wins strong contracts and organizes the unorganized as the Principal Officer of Local 251, representing 5,500 members in New England.

Bob Randall Eastern VP
President of Local 559 in Connecticut. Joined the Teamsters 38 years ago as a warehouse worker. Has served as an Organizer and Business Agent.

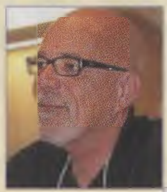


John Palmer Southern VP
IBT organizer who sees organizing as the lifeblood of the Teamsters Union, and key to protecting our contracts and pensions. Former Freight driver and Business Agent in San Antonio Local 657.

Randy Shepler Eastern VP
Local 30 Business Agent in Western, Pa. and the first UPS part-timer to run for International Union office.

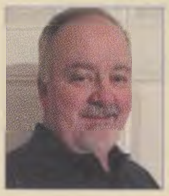
Tony Jones Central VP
President of Local 413 in Columbus, Ohio. A freight Teamster and an aggressive advocate for organizing the nonunion competition.

Dave Loobie Trustee
18-year Teamster and shop steward representing UPS part-timers and inside workers. Helped win $15 an hour starting pay for UPS part-timers in New York City with the End Part-Time Poverty at UPS / Fight for $15 campaign.



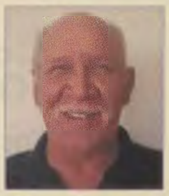
Bill Frisky Central VP
Principal Officer of Local 964 in Cleveland. Worked as a member organizer on successful Continental/United organizing campaign.

Dave Bernt Trustee
Chicago Local 705 member and Volunteer Organizer. Has helped organize new Local 705 members from core Teamster industries.

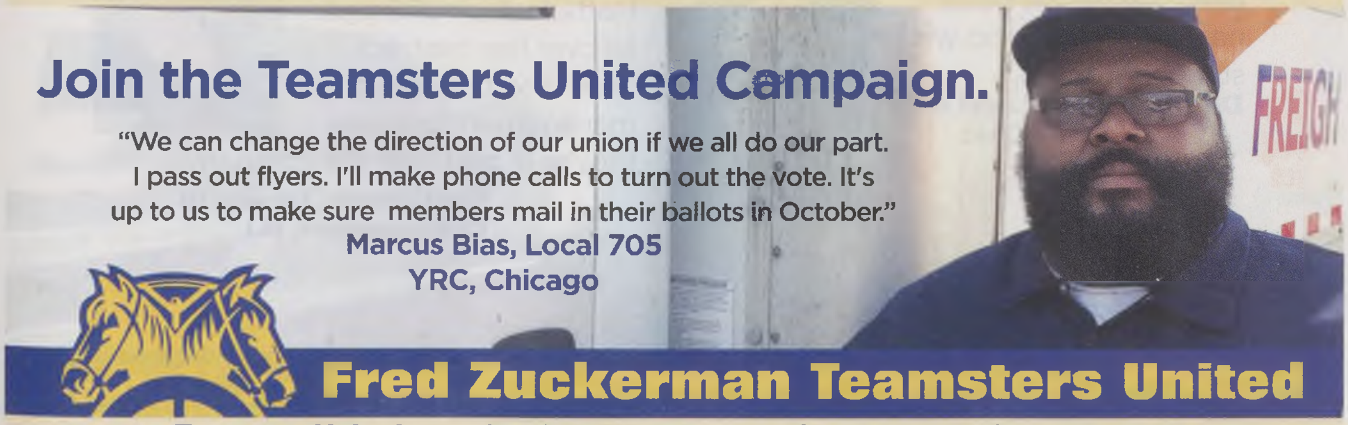


Avral Thompson Central VP
Vice President of Louisville Local 89. As Business Agent represents warehouse, carhaul and other Teamsters.

Todd Anderson Trustee
UPS Freight road steward in Chicago Local 710 where he has fought subcontracting and other problems caused by Hoffa-Hall's weak contract.



Robert Kopystynsky Central VP
A Chicago Local 710 Teamster and elected steward at the CACH, one of the largest UPS hubs in North America.



Join the Teamsters United Campaign.

"We can change the direction of our union if we all do our part. I pass out flyers. I'll make phone calls to turn out the vote. It's up to us to make sure members mail in their ballots in October."

Marcus Bias, Local 705
YRC, Chicago

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

FRED ZUCKERMAN Takes On UPS

"Hoffa doesn't want to take on corporate America. The General President needs to stand with the members against contract violations, harassment and concessions."

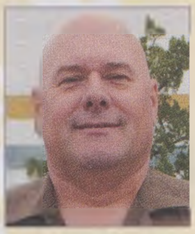
—Fred Zuckerman

Harassment Has Never Been Worse

"Our working conditions are at an all-time low. Harassment has never been worse. We need new leadership who will stand up to UPS."

Dennis Harper, Local 413
Columbus, Ohio

Company Walks All Over the Contract



"Fred Zuckerman fights for the members. Hoffa-Hall let UPS walk all over the contract. They won't stand up to management because they're in bed with the company."

Bob MacConnell, Local 676
Collingswood, NJ

Fred Zuckerman Teamsters United

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THE FOLLOWING PAGES ARE FULL OF

Hoffa can't run on his record, so he Lies about Fred Zuckerman and Teamsters United

Get the Truth

Hear from Teamsters who were sold out by Hoffa until Fred helped them fight back and win.

www.TeamstersUnited.org/fred-fights-for-us

DELIVERING FOR TEAMSTER FAMILIES!

HOFFA HALL
TEAMSTERS 2016
CANADA

Strong Contracts

Better Health Care Coverage

Good Pension And Retirement Benefits

HOFFA 2016 TEAMSTERS

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WITH EVERY ORDER! USE CODE **FREEGIFT** AT CHECKOUT.

See website for complete details.

HOFFA HALL
TEAMSTERS 2016

CHALLENGE COIN

Gold-tone metal coin with full color designs on both sides under clear epoxy dome.

Item HH0200 - $10

HOFFA
2016 TEAMSTERS

TRUCKER CAP

Black cap with mesh back and Hoffa 2016 logo embroidered on front.

Item HH0602 - $15

HOFFA HALL
TEAMSTERS 2016

LAPEL PIN

Hoffa Hall 2016 logo on black pin with gold-tone trim and military clutch back. Approx. 1 1/2" x 3/4"

Item HH0200 - $7

HOFFA HALL
TEAMSTERS 2016

SWEATSHIRT

Black cotton, crew neck sweatshirt with Hoffa Hall 2016 logo on front. M-4X

Item HH1002 - M-XL: $35 2X: $37 3X: $39 4X: $40

HOFFA HALL
TEAMSTERS 2016

T-SHIRT

Black cotton, short sleeve T with Hoffa Hall 2016 logo on front. M-4X

Item HH1003 - M-XL: $20 2X: $22 3X: $23 4X: $24

MORE PRODUCTS ONLINE!

(*) Indicates Required Information

*Name: ____________________

*Address: ____________________

*City: ____________ *State: ______ *Zip: ______

*Phone: ____________________

E Mail: ____________________

*Last 4 of SSN: ____________________

*Select One: ☐ Active Member ☐ Non-Member

*Employer: ____________________

*Union Local #: ____________________

Credit Card: ☐MC ☐Visa ☐Amex

Card #: ______________ Exp: ________

Signature: ____________________

If Paying by Check: Make Check Payable to Hoffa 2016

Under the Election Rules, the campaign may accept general fund contributions only from active IBT members and their immediate families. The Election Rules do not permit non-members to contribute to the campaign general fund. Non-member contributors may provide contributions up to $10,000 to the Hoffa 2016 Legal and Accounting Fund.

3 EASY WAYS TO ORDER:

★ **Mail Order Form to:** Hoffa Store c/o Financial Innovations, Inc.
One Weingeroff Blvd., Cranston, RI 02910

★ **Fax Order Form to: 401-467-3570,** Attn: Hoffa Store

★ **Shop Online:** Visit our online store at **www.hoffastore.com**

Item #	Item Name	Size	Qty	Price	Total

SHIPPING RATES

$1 - $19.99	$4.95
$20 and up	$7.95
International Orders	$20.00

Subtotal	
RI Residents add 7% Tax	
Shipping (see chart)	
Total	

Jim Hoffa A

Strong Leadership Fo

Dear Fellow Teamster:

2016 is an important election year for Teamsters!

This November, Teamsters will not only elect a new President of the United States, but I will be running to be re-elected General President of the Teamsters and Ken Hall will run to be re-elected General Secretary-Treasurer.

These will be two completely different elections. The country is divided while the Teamsters are united!

Teamsters are stronger and better off because we have stayed united while Washington is a mess because of the constant partisan political fighting.

Our strong Union has provided members with greater job security, higher pay, better health care coverage and good pensions. Making Teamsters' lives better is one of our proudest accomplishments as President and Secretary-Treasurer of the IBT.

Moving forward our highest priorities are:

- Protecting your pension.
- Protecting your retirement benefits.
- Protecting your health care benefits.
- Fighting for strong contracts.

What has made us so strong over the years has been the support and involvement of you – the members of this great Union. Unity and teamwork have enabled us to fight and win battles on your behalf.

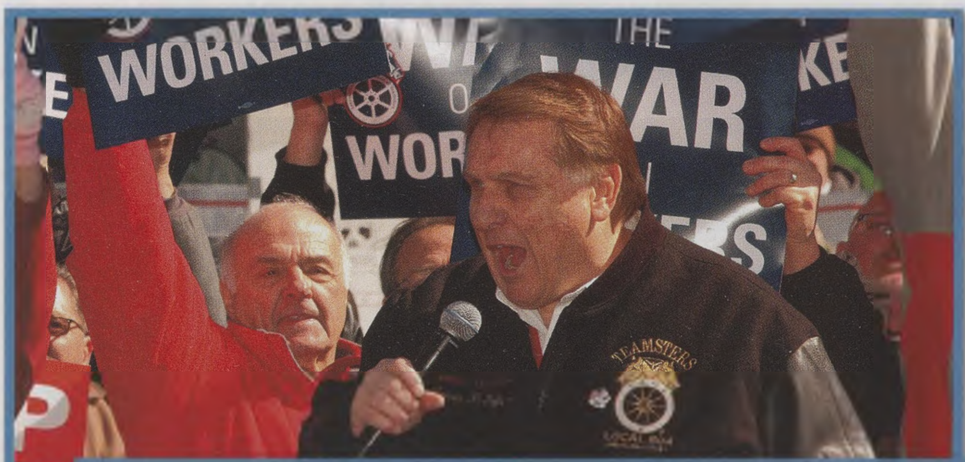
HOFFA
TEAMSTERS 2016 HALL

Join us in supporting th

Go to www.hoffahall2016.com/we-sup

Ken Hall

eamster Families



Jim Hoffa and Ken Hall have taken the Strike Fund from zero to $158 million dollars. And they led the charge to pass the Striker Security package to increase the benefits paid to striking Teamsters. This substantial strike fund and increased benefits gives us enormous power at the bargaining table for stronger contracts because employers fear we have the resources to strike and win.

Of course, as in every Teamster election, TDU will try once again to divide and weaken our Union. The same cast of characters who have bankrupted their locals and cut their members' pensions and health care benefits are once again backing a slate of candidates to try and take over the Teamsters.

TDU might as well stand for Tear Down Union.

We are not going to let that happen. Just as we did in 2006 and 2011, Ken and I, along with you, will work hard to organize and defeat TDU.

We have put together the Hoffa-Hall 2016 slate with proven fighters from all parts of this Union and all levels of leadership. We ask for your support and pledge to you that we will never stop working on your behalf.

Fraternally,

James P. Hoffa Ken Hall

Jim Hoffa Ken Hall

offa-Hall 2016 slate.

upload your picture and quote of support.

WE SUPPORT THE HOFFA-HALL 2016 TICKET!

TEAMSTER STRONG
29th INTERNATIONAL CONVENTION
HOFFA
TEAMSTERS 2016
HALL

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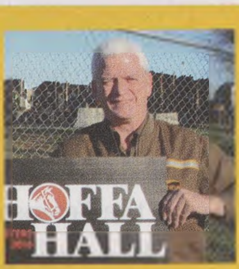
Felix Colon, FLUSH

> *"There is no question I am better off because I am a member of the Teamsters. Thanks to the strong leadership of Jim Hoffa and Ken Hall I have a strong contract and good benefits. They have earned my vote."*
>
> **–SHAWN CARREGAL**



Shawn Carregal, UPS

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TEAMSTERS 2016
HALL

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Go to www.hoffahall2016.com/we-supp

Matilda Cantalino, Kim Goldman, Joe Shigo, Imelda O'Neill, Slava Abelev, Debbie Governale, Amy D'Antonio, ELZ Clerical

Brian Payne, Donald Elliott Jr., Rob G., Bill Robertson, Jose Mercado, ELZ Couriers

Bob Strelo, Derfman-Pacific

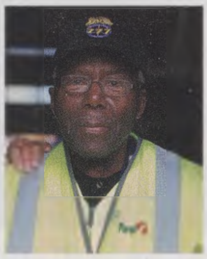
Brian MacLeod, Shaughnessy & Ahearn

HOFFA HALL
HOFFA HALL

Carl Timmerman DHL and Dan McFarland UPS

Christine Reeves, UPS

Hector Moreno, UPS



Ed Harris, First Student

Efren Alacon, Unisource

Cooper Hock, Randee Hock, Brynton Hock, Kelci Hock and in the back Wamon Hock, UPS Freight

Jen Jones, UPS

Yvon LaBlanc, Anheuser-Busch

Jesus Coronado, Farmer Brothers

Jimmy Gill, New York Blood Center

Hoffa-Hall 2016 slate.

upload your picture and quote of support.

WE SUPPORT THE HOFFA-HALL 2016 TICKET!

Joel Bellison,Gillig

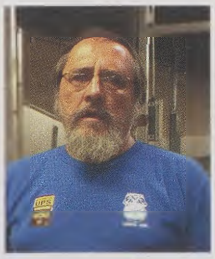
John Gillis,
UPS Steward

> *"I support Jim Hoffa and Ken Hall because they fight hard to protect our pensions."*
> **–KELLY HOPKINS**

Kelly Hopkins, Avis/
Budget Steward

Steve Harmon, G&N
Services Steward

Stu Helfer,
Berkeley Ready Mix


Terry Dorcas, UPS

Jason Rodrigue,
CN

Ray Torres,
Young's Market

Nelson Miranda, Santiago Lopez, Andre
Thompson and Omija Pittman, UPS freight

Chris Szymczuk,
Martignetti Cos

Ketema Kinfu,
SP Plus Parking

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HALL

John Hill, UPS

Kevin Zimmerman, Johnathan Clayton, Carnell Gibbs, Steven Finney, G&N Services

Kevin Levan, UPS

> *"We have very good health care coverage because we are Teamsters. It means a lot to us, and we really appreciate Jim Hoffa's leadership on our behalf."*
>
> **–CLIFFORD HANEY AND CHRISTINA CHAPA**

Clifford Haney and Christina Chapa, UPS Freight

Lou Valletta, Sara Lee

HOFFA
TEAMSTERS 2016
HALL

Larry Thompson, UPS

NO PARKING ANY TIME
HOFFA
HALL

Mark Grande, Chris Schwartz, Patrick Smith, Ermis Tsegaye, UPS

Pierre-Olivier Thériault, Familiprix

Steve Drizos, Purolator

Patricia Quinonez, Phil Saccamanno, Carlene Aloi, ELZ Central Dispatch

offa-Hall 2016 slate.

upload your picture and quote of support.

Join Your Fellow Teamsters In Supporting Hoffa-Hall 2016

RETURN THIS FORM TO GET YOUR FREE HOFFA-HALL 2016 BUMPER STICKER

☑ *I want to help re-elect the Hoffa-Hall 2016 team!*

- ☐ I'll hand out flyers at my workplace
- ☐ I'll make phone calls to members
- ☐ I'll visit other worksites
- ☐ I'll recruit more Teamsters for the Hoffa-Hall Campaign

You can also log onto Hoffa2016.com and fill out this form online.

Name ______________________________

Address ______________________________

City ______________ State _____ Zip__________ Local ______________

Personal Phone ______________ ☐ Text–Please send me text messages–data rates may apply

Send me campaign updates to my personal email address: ______________________________

HOFFA HALL

MAIL TO:
Hoffa-Hall 2016, P.O. Box 77238, Washington, DC 20013

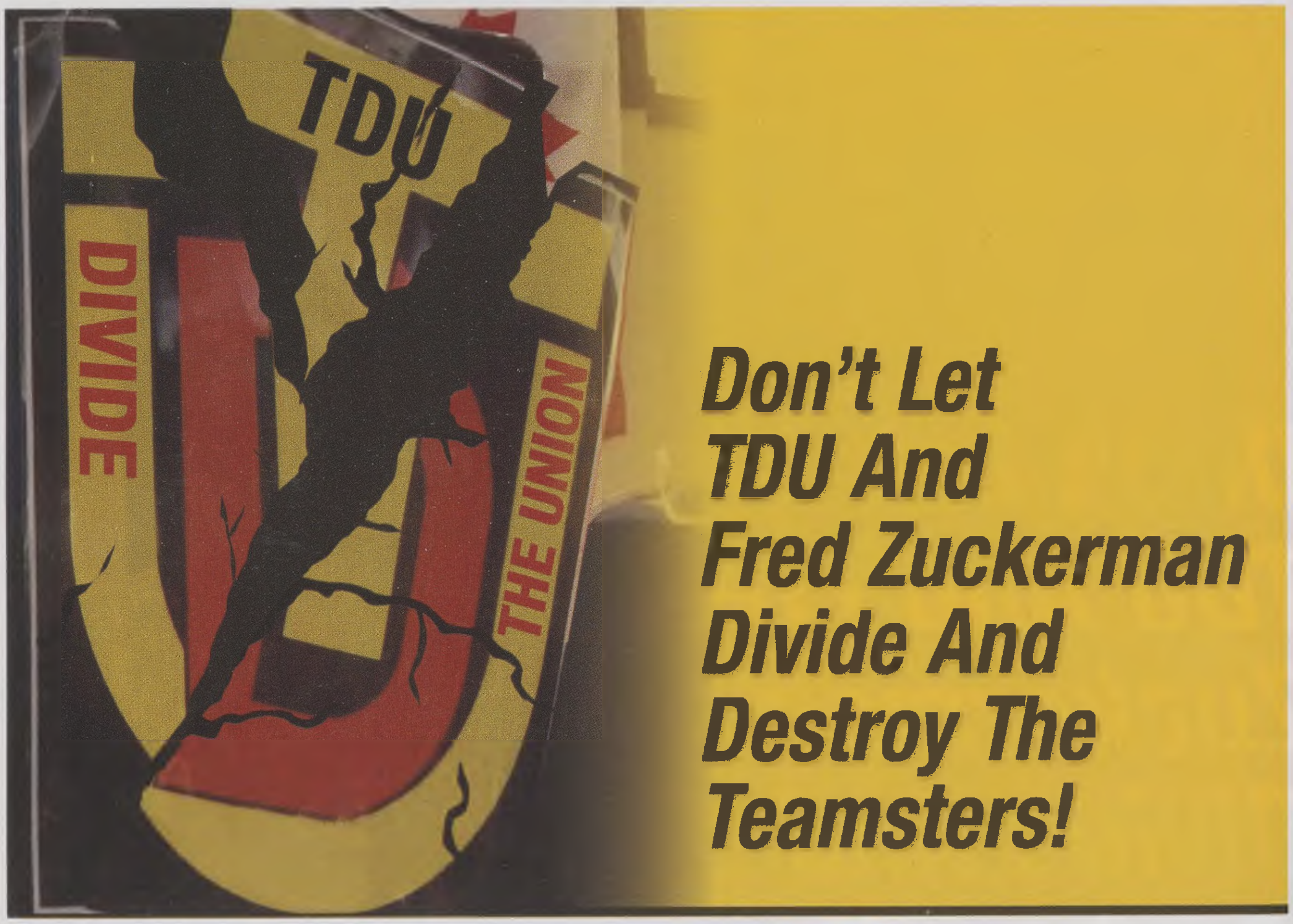
Don't Let TDU And Fred Zuckerman Divide And Destroy The Teamsters!

TDU will try once again this November to divide and weaken our union.

TDU tries to take over the Teamsters every election.

This same cast of characters who have bankrupted their locals and cut their members' pension benefits are backing Fred Zuckerman to try and take over the Teamsters this November.

Don't let it happen!


TDU
DIVIDE
THE UNION

Don't Let TDU And Fred Zuckerman Divide And Destroy The Teamsters!

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Benjamin R. Civiletti
Hon. Joseph E. diGenova

DATED: June 8, 2016

I. INTRODUCTION

The following is the Magazine Report 2 of the Independent Disciplinary Officers ("IDO") for 2016 regarding activities conducted pursuant to the Decision and Order of February 17, 2015.

In this Report we will provide the updates on four existing Charge Reports, two Trusteeships and a matter of concern regarding GCC-1L.

II. PROGRESS OF EXISTING CHARGES

A. LOCAL 400, CLEVELAND, OHIO, TRUSTEESHIP RECOMMENDATION

On November 24, 2015, the Independent Review Board issued a report to the IBT General President recommending that a trusteeship be imposed upon Local 400, Cleveland, Ohio, pursuant to Article VI, Section 5 (a) of the IBT Constitution because Local 400 was not being conducted in accordance with the International Constitution, and it was necessary to correct financial malpractice.

The Local had a principal officer ineligible to hold that office under the IBT Constitution. Both the Forms LM-2 and LM-3 it filed with the Department of Labor and the Trustee Reports it filed with the International Union understated its liabilities. Despite having current obligations owed to a fund that went unpaid, the Local made discretionary donations.

On December 12, 2015 General President Hoffa appointed his personal representative to the Local. This matter as of February 17, 2016 was transferred to the Independent Disciplinary Officers.

B. OHIO CONFERENCE OF TEAMSTERS, CINCINNATI, OHIO, TRUSTEESHIP RECOMMENDATION

On September 25, 2015, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa because the IRB's investigation found that the Conference was not being conducted in accordance with the International Constitution or for the benefit of its members.

The Conference spent, at least, 70% of members' money for the benefit of its officers, employees and other Local officers and spent funds without required approval under the Bylaws. Without appropriate Board approvals under the guise of some over half-century written agreement, its officers spent 16% of revenues under an alleged retainer agreement to pay legal expenses locals' incurred to a select law firm in violation of the Bylaws. In total, over 20% of its revenues annually flowed to this one law firm without required Board approval.

The Conference spent nothing on members' education or providing statistical information to support the best possible service to the membership in collective bargaining which were claimed objectives for its existence in its Bylaws. It failed to perform its specific obligation in its Bylaws concerning retaining and reviewing collective bargaining agreements. It failed to follow basic financial controls that the Constitution, its Bylaws, IBT policies and federal labor laws imposed on it.

On October 6, 2015, the IBT General Counsel informed the IRB that the IBT intended to place the Ohio Conference in Trusteeship.

On October 28, 2015 the IBT imposed a Temporary Emergency Trusteeship over the Conference.

On February 17, 2016, this matter was transferred to the IDO.

On March 30, 2016, the IBT submitted a report to the IDO, of the actions taken and their assurance that there will be continual monitoring of the OCT.

The IRO rejected proposed agreements between the IIO and OCT officers and employees Kimberly Bales, Charles Cimino and William Lichtenwald which called for certain actions on their part and his not recommending charges in return.

C. GCC-1L, NEW YORK, NEW YORK

On August 14, 2015, the IRB sent a letter to General Secretary- Treasurer Ken Hall and GCC President George Tedeschi regarding concerns that the GCC-1L Officers by not adhering to the Bylaws were not acting as responsible fiduciaries. The IRB also pointed out that there seemed to be a substantial gap in the IBT's audit program at the GCC Locals.

In a letter of response dated September 3, 2015, IBT General Counsel Bradley T. Raymond advised the IRB that Louis Baniecki was assigned to conduct an audit of the Local, to address the Local's leadership issues and to develop appropriate modifications of the Local's Policies. Mr. Raymond also advised the IRB that the IBT was developing an audit program under which GCC affiliates, particularly those with large numbers of members, will in the future be subject to the General Secretary Treasurer's audit program.

On April 15, 2016, IBT General Secretary-Treasurer, Ken Hall, sent a letter GCC-1L President Patrick LoPresti inquiring as to what actions had been taken at the Local in response to the Auditors recommendations.

On May 27, 2016, the IBT General Counsel forwarded to the IDO a copy of a report dated May 6, 2016 issued to IBT General Secretary-Treasurer Ken Hall, from GCC-1L President Patrick LoPresti, noting the measures which have been taken or planned to resolve issues at the Local.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Benjamin R. Civiletti
Hon. Joseph E. diGenova

DATED: June 8, 2016

I. INTRODUCTION

The following is the Magazine Report 2 of the Independent Disciplinary Officers ("IDO") for 2016 regarding activities conducted pursuant to the Decision and Order of February 17, 2015.

In this Report we will provide the updates on four existing Charge Reports, two Trusteeships and a matter of concern regarding GCC-1L.

II. PROGRESS OF EXISTING CHARGES

A. LOCAL 400, CLEVELAND, OHIO, TRUSTEESHIP RECOMMENDATION

On November 24, 2015, the Independent Review Board issued a report to the IBT General President recommending that a trusteeship be imposed upon Local 400, Cleveland, Ohio, pursuant to Article VI, Section 5 (a) of the IBT Constitution because Local 400 was not being conducted in accordance with the International Constitution, and it was necessary to correct financial malpractice.

The Local had a principal officer ineligible to hold that office under the IBT Constitution. Both the Forms LM-2 and LM-3 it filed with the Department of Labor and the Trustee Reports it filed with the International Union understated its liabilities. Despite having current obligations owed to a fund that went unpaid, the Local made discretionary donations.

On December 12, 2015 General President Hoffa appointed his personal representative to the Local. This matter as of February 17, 2016 was transferred to the Independent Disciplinary Officers.

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the right of the Investigations Officer to take her testimony.

On April 18, 2016, the IBT issued a revised agreement to the IRO stating, that Ms. Ramsey agreed to a 3 month suspension and would appear for a sworn examination and answer all questions germane to the investigation. Upon review, the IRO approved and returned a pending revised agreement to the IBT on April 28, 2016, thus closing this case.

G. LOCAL 50, BELLEVILLE, ILLINOIS, MANNY QUINTERO

On February 11, 2016 the Independent Review Board issued its Charge Report to the General President recommending that charges be filed against Local 50 member Manny Quintero ("Quintero") for bringing reproach upon the IBT through threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office, support the candidate of one's choice, free speech and assembly. In a telephone message left on the personal mobile phone of the wife of another Local 50 member, Quintero threatened that retaliatory actions would be taken against her member husband, such as getting "nailed" and having "his job taken away from him" for "meddlin' in Teamster business", if he was involved in Local political activity in opposition to the incumbents.

While an IBT member, by his actions, Quintero was charged with violating Article II, Section 2(a) and Article XIX Sections 7(b)(2) and (10) of the IBT Constitution by threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office and support the candidate of one's choice.

On February 17, 2016, this matter was transferred by the IRB to the IDO.

On February 18, 2016 General President Hoffa determined to adopt and file the Charges.

On March 15, 2016 the IBT issued a Notice for an April 15, 2016 Hearing.

On April 28, 2016, the IBT Hearing panel decision was adopted by IBT General President Hoffa and reissued as his own. The decision barred Quintero from employment and membership with Local 50 for one year. The decision was found inadequate by the IRO and returned to the IBT on May 18, 2016, on the basis of the use of an inappropriate legal standard.

On May 19, 2016, General President Hoffa responded to the IRO stating that he reconsidered the penalty under the preponderance of evidence standard and was adopting the same penalty.

III. TOLL-FREE HOTLINE

The IDO hotline has received approximately 111 calls, since its February 17th start date, reporting alleged improprieties. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked room on a dedicated line and accessed only by an IDO staff member.

The recorded information, if complete and within jurisdiction, is forwarded directly to the Independent Investigations Officer.

Please continue to use the toll-free hotline to report improprieties which fall within IDO jurisdiction by calling 1-800-CALL-472(800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Order and Agreement are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, use the IDO facsimile number 202-434-8084, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the following IDO office address:

Office of the Independent Disciplinary Officers
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 9

Candidates Nominated for International Office at the 29th IBT International Convention – The IBT conducts an election for the General Executive Board every five years. Candidates are nominated at the International Convention and the full IBT membership votes by mail secret ballot for all contested positions.

This year, delegates to the IBT's 29th International Convention nominated candidates for 27 positions on the IBT's General Executive Board. The Office of the Election Supervisor ("OES") conducted floor nominations on the morning of the second, third, and fourth business days of the Convention. Each evening after nominations, OES conducted the secret ballot on the floor-nominated candidates. Only those candidates that received at least five percent of the delegate votes cast in their nomination contest were nominated to the ballot. Only delegates elected by local unions under the *2016 Election* Rules and accredited by the OES were allowed to participate in the nomination, seconding, and secret ballot nomination voting for candidates. At the end of the Convention, 21 of the General Executive Board positions were contested, and will be on the members' secret ballot this fall.

The Convention opened on Monday, June 27 and adjourned on Friday, July 1, 2016. There are contested elections for the following offices: General President; General Secretary-Treasurer; Vice-President At-Large; Vice-President for the Central, Eastern and Southern regions; and International Trustee. The candidates nominated for the ballot are listed here by office sought and in the order in which they appeared on the nomination ballots. No slate affiliation or groupings are shown or implied by this listing. Reports of the nomination balloting results are available at www.ibtvote.org.

General President Candidates

Jim Hoffa
Fred Zuckerman

General Secretary-Treasurer Candidates

Ken Hall
Tim Sylvester

International Trustee Candidates

Todd Anderson
Kevin Moore
Dave Bernt
Dave Loobie
Denis Taylor
Jim Kabell

Central Region Vice-President Candidates

Brian R. Buhle
Gordon Sweeton
Robert Kopystynsky
Bill Frisky
Tony Jones
Avral Thompson
John T. Coli
Becky Strzechowski

Eastern Region Vice-President Candidates

Bob Randall
Sean M. O'Brien
Matt Taibi
Dan Kane Sr.
Randy Shepler
William Hamilton

Southern Region Vice-President Candidates

John Palmer
Tyson Johnson
Kim Schultz
Ken Wood

At-Large Vice-President Candidates

Carlos Lizarraga
Jerry Yarbrough
Sandy Pope
George Tedeschi
John F. Murphy
Fred Simpson
Joe Darmento
John Thyer
Willie Ford
Gregory Floyd
Stan White
George Miranda
Fred Potter
Steve Vairma

Officers Duly Elected at the 29th International Convention – The Election Supervisor certified the election at the Convention of candidates nominated for the positions of Teamsters Canada Vice-President and Western Region Vice-President. Three candidates were floor-nominated for the position of Teamsters Canada Vice-President, a number equal to the positions available. Seven candidates were floor-nominated for the position of Western Region Vice-President. Four candidates received sufficient secret ballot votes to be nominated to the Union-wide ballot but one candidate, Rick Hicks, did not accept his nomination to the ballot. As a result, three candidates remained for the three open Western Region Vice-President slots. The six candidates, listed in the table below were certified as elected on the last day of the Convention.

Western Region Vice-Presidents	Teamsters Canada Vice-Presidents
Rome Aloise	Francois Laporte
Ron Herrera	Stan Hennessy
Richard E. Middleton	Craig McInnes

These duly-elected officers will not start their term until the final certification of the results of the rank-and-file secret ballot election for the contested International offices. IBT members in Canada and the Western Region of the United States have the right to vote for all of the contested union-wide International officer positions, and will get a ballot with candidates for General President; General Secretary-Treasurer; seven At-Large Vice-President positions and three International Trustee positions.

Acceptance Speeches On-Line – Candidates for General President and General Secretary-Treasurer addressed the 29th International Convention on July 1, 2016. You can watch their full speeches on-line at www.ibtvote.org.

Candidates Forum – A candidates forum is scheduled for August 25, 2016 in the Washington, D.C. area While the forum is for the General President candidates, a candidate may decline to appear and send a slate-affiliated candidate for General Secretary-Treasurer instead. Current plans include making the forum available live through a web-casting feature, allowing IBT members to submit questions to the candidates, and to make a recording of the forum available on-line and for distribution on DVD and in a printed transcript. Further information about the forum will be posted to www.ibtvote.org.

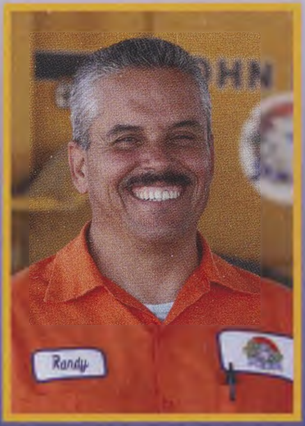
General Election Dates – Every IBT member will have an opportunity to campaign, support and vote by secret ballot for any candidate in the International officer election. OES will conduct the secret-ballot election, by mail, for the contested offices. We expect that ballots will be mailed to the entire IBT membership on October 6, 2016, and that the ballot count will start on November 14, 2016 continuing each day to completion. Details of the balloting and count will be published in upcoming issues of this magazine, and on www.ibtvote.org.

Election Protests – Protest rulings required two local unions to rerun their elections for Convention delegates. In *Halstead*, 216 ESD 166 (April 8, 2016), *aff'd* 2016 EAM 16 (April 21, 2016), the Election Supervisor found that impediments to parking lot access at one employer and improper campaigning in the workplace at a second employer required Local Union 572 to rerun its delegate election. In *Schultz*, 2016 ESD 156 (April 1, 2016), *rev'd* 2016 EAM 17 (April 25, 2016), the Election Supervisor found that a candidate in the delegate election had taken over a Facebook page originated by Local Union 2011 and improperly used it to convey the message that the local union had endorsed that candidate's slate. The Election Supervisor did not grant any remedy but, on appeal, the Election Appeals Master affirmed the Election and concluded that the protestor had shown that the Facebook posting violation "may have affected the outcome of the election." Accordingly, the Election Appeals Master directed a rerun of the Local Union 2011 delegate election.

Apart from the candidate nomination sessions, the Convention conducts Union business and is to be conducted as "politically neutral." Several decisions issued at the Convention enforced that principle. In *Teamsters United*, 2016 ESD 258 (June 27, 2016), *aff'd* 2016 EAM 26 (June 28, 2016), remarks made by an IBT Trustee as an introduction to a speech constituted campaign speech prohibited during the "politically neutral" working session in violation of the *Supplemental Rules* and Convention Rule 46. The speaker was ordered to cease and desist from further violations and to pay a $250 fine, and the slates were directed to deliver a copy of the ruling to all candidates for guidance. In *Teamsters United*, 2016 ESD 259 (June 28, 2016), OES investigated whether campaign placards were distributed on the Convention floor, which would have constituted prohibited campaign activity in the "politically neutral" zone. No systematic distribution was found, and Convention sergeants-at-arms properly enforced the ban on such material in the Convention hall. *Zuckerman*, 2016 ESD 267 (June 30, 2016), concerned a delegate who, claiming a point of privilege, made a campaign speech at the close of the regular business session on the first day of the Convention. The Election Supervisor found that the speech violated the rule against campaigning in a "politically neutral" zone, ordered the delegate to cease and desist from further violations, and to pay a $500 fine. Finally, in *Hoffa-Hall*, 2016 ESD 268 (June 30, 2016), the Election Supervisor held that a candidate nominated for IBT Central Region Vice-President had made improper campaign statements in his acceptance. The candidate was ordered to cease and desist from further violations and to pay a $250 fine.

You can read these decisions at www.ibtvote.org, and print out copies from the website. OES will continue to enforce the 2016 Election Rules as the campaigning and other election activity continues through the Summer and Fall.

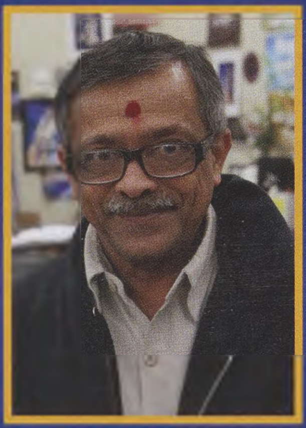
Richard W. Mark
Election Supervisor

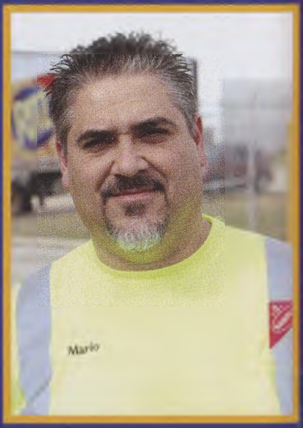


☑ **Your Right**

☑ **Your Responsibility**

Ballots Mailed October 2016





VOTE

International Brotherhood of Teamsters

FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS

Candidate Campaign Literature Inside: Page 45

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
SEPTEMBER 2016

TEAMSTER

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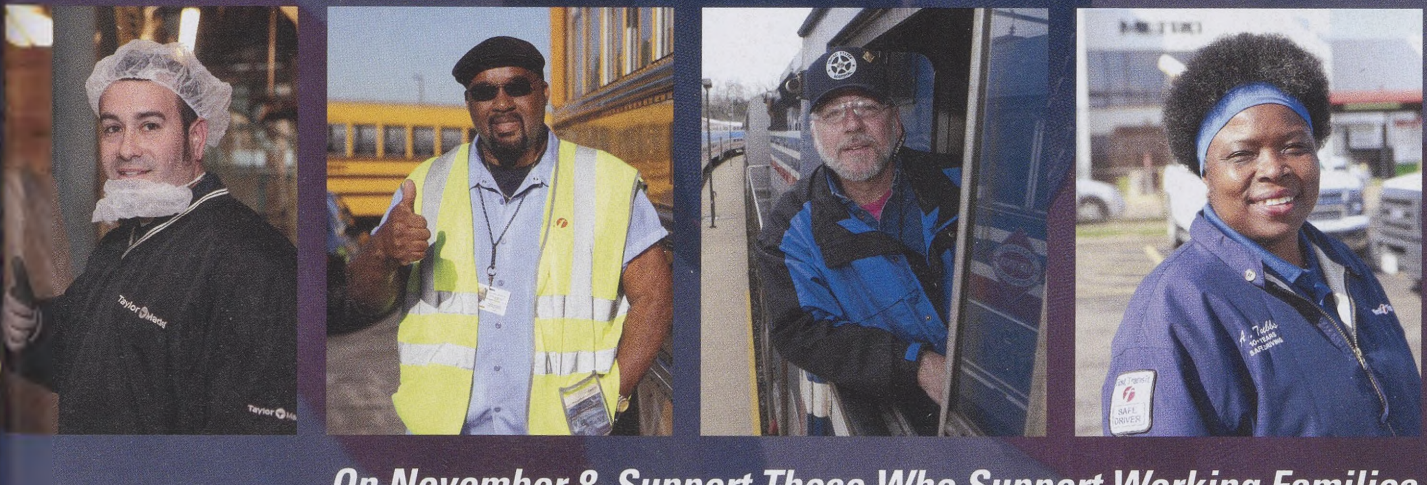
VOTE



On November 8, Support Those Who Support Working Families

IN THIS ISSUE

FEATURES

8 Holding the Line

Teamsters Political Action in 2016

14 History at FedEx

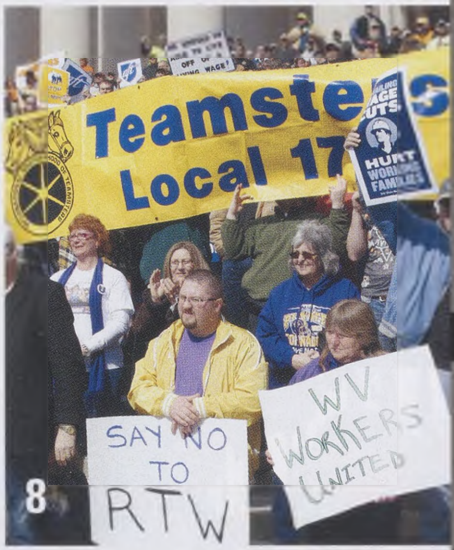
Teamsters Kick Off Negotiations With FedEx Freight—A First!

18 TNBC Meets for 41st Annual Conference

Members from Across Nation Meet in Ohio

20 Teamsters Celebrate Unity and Diversity

Delegates Convene for Teamsters National Hispanic Caucus



AMERICA WORKS BEST WHEN WE SAY UNION YES
14

2 TEAMSTER NEWS

- Relief for Louisiana Teamsters
- Scholarship Fund Awards $1.2 Million
- Hockey on Your Block
- United as Teamsters
- Teamster Pilots at Allegiant Air Ratify Historic Agreement
- Teamsters Organize Parking Garages in Boston

16 ORGANIZING

- UNFI Drivers Join Teamsters
- Local 911 Welcomes Compton Workers
- Cheshire County Corrections Officers Join Local 633
- Teamsters Welcome STA Workers
- Jacmar Workers Join Local 630
- GCC Welcomes Pontiac Interlake-Mecalux

22 Financials
38 Notice of Election
40 Ballot Instructions
44 General President Candidate Forum
45 Election Material
68 IDO Report
73 Election Supervisor's Report

TEAMSTER

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CONGRESS CAN'T LET TPP HAPPEN

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Supporters of the Trans-Pacific Partnership (TPP) are likely to put up a huge fight in an effort to pass the 12-nation Pacific Rim agreement during the closing days of the congressional session. Why? Because they realize that with two anti-TPP nominees at the top of both major party tickets, it is likely their best chance to get this deal done.

Congress can't let this happen. A growing bipartisan coalition of lawmakers opposes the agreement, including recent converts vice presidential nominee and Sen. Tim Kaine (D-Va.) as well as House Minority Leader Nancy Pelosi (D-Calif.). That's an encouraging sign. But victory is far from a given.

In an age when corporate influence in public policy is on the rise, the TPP represents the next level. The proposed pact includes 40 percent of the global economy and represents a huge opportunity for big business to grow its profits even more. Never mind concerns over corporate greed, lost jobs, the environment or unsafe food or products—those are inconsequential for CEOs looking to bolster their bottom lines.

Under the TPP, American taxpayers could be forced to pay foreign corporations compensation for any U.S. law or safety provision they don't like. International businesses can sue for not only current losses but projected future profits, and there is no limit on the amount they could skim from American taxpayers.

Why would Congress approve a deal that is a giveaway for foreign interests and would penalize American taxpayers? Because big business wants it badly, and will pull out all the tricks to get it passed.

Corporations know if they can bring TPP to a vote during a lame-duck legislative session at the end of this year, they will be dealing with a significant amount of lawmakers who will no longer be accountable to voters because they are leaving Capitol Hill.

Want to stop this from happening? Let your members of Congress know you oppose TPP. Tell them to put the people above the powerful by not allowing this trade pact to come to a vote.

James P Hoffa

RELIEF FOR LOUISIANA TEAMSTERS

Teamsters Disaster Relief Fund Helping Victims

Between August 12 and 14, thousands of working families were displaced following severe flooding in Louisiana, including up to 900 Teamster members.

By the time the storm was over, more than 4 trillion gallons of rain had fallen, setting an all-time record high for southeast Louisiana and leaving approximately 20,000 people without food or shelter.

Despite little national news coverage being given to the devastation, the Teamsters Union has been on the ground providing aid to those in need and raising awareness. The union has a long tradition of serving on the frontline in times of crisis and helping members affected by natural disasters.

A number of members of Locals 5, 270 and members of the BLET and BMWED, have lost their homes and need our help.

Roy Gillespie, of the Teamsters Human Rights Commission and member of Joint Council 13, was on the ground assisting those in need immediately after the natural disaster. He has called on members and locals from across the country to take action and support their brothers and sisters in Louisiana.

"We need your help," Gillespie said. "Really, we just need the support of every Teamster. I encourage members to give their time or donate to the Teamsters Disaster Relief Fund. This is our chance to show our union pride and provide relief and assistance to Teamsters in need."

In crisis after crisis, from Hurricane Katrina to Hurricane Sandy, from tornadoes in the Midwest to earthquakes in California, Gillespie has coordinated the Teamsters relief effort alongside the Army, the Red Cross and other agencies. He's the union's man on the ground when disasters strike, and with each new disaster, he leads the way to recovery.

"When somebody needs something the Teamsters can do, we make it happen," Gillespie said. "Every time Teamsters get involved, others realize what we're capable of."

To donate to the fund, or to request assistance from the fund, visit ibt.io/tdrfund

Members living in the following Louisiana parishes are eligible to apply: East Baton Rouge, Livingston, St. Helena and Tangipahoa. The deadline for application is September 30, 2016.

For questions, contact the Teamsters Disaster Relief Fund office at (202) 624-8971.

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Scholarship Fund Awards $1.2 Million in 2016

Sons and Daughters of Teamsters Benefit

$1.2 million was awarded to the sons and daughters of Teamster members in 2016 from the James R. Hoffa Memorial Scholarship Fund. Each year applications for academic scholarships are accepted from high school seniors preparing to enter college. In 2017, the fund plans to award $1.4 million.

In addition to the academic scholarships (ranging from $1,000 to $10,000), the fund holds an essay contest each year, awarding 200 scholarships to full-time college or secondary school students who are the sons and daughters of Teamsters. In January 2017, the fund will begin a new scholarship for students attending vocational schools.

At the Teamsters 29th International Convention earlier this year, Dr. Christine Haas Quan, a $10,000 scholarship recipient from 2006 whose father is a newly retired member of the Brotherhood of Locomotive Engineers and Trainmen, spoke about how she was the first person in her family to attend college and to earn a doctorate degree.

"It had been a lifelong dream of mine to become a veterinarian to help animals and their families," she said. "My father showed me that helping others is truly the most rewarding action that we can take in this life."

The fund has announced the winners of this year's $10,000 scholarships, which are listed below. For a complete listing, showing the Boot Strap and Essay Contest winners, plus more information, visit www.teamster.org.

Canadian Region

Erica Corsi, Local 31, Delta, B.C.
Emilie Desrochers, Local 155, Vancouver, B.C.
Kayla Ford, Local 855, St. John's, Newfoundland
Yan Gong, Local 464, Vancouver, B.C.
Harmneet Gosal, Local 647, Concord, Ontario
Rishma Jaryal, Local 979, Winnipeg, Manitoba
Cassidy Ross, Local 31, Delta, B.C.
Sihun Song, Local 31, Delta, B.C.

Central Region

Francine Barchett, Local 7, Kalamazoo, Mich.
Aaron Berge, Local 638, Minneapolis
Meghan Bronkema, Local 406, Grand Rapids, Mich.
Maya Davidson, Local 299, Detroit
Natasha Ferkel, Local 600, Maryland Heights, Mo.
Kaitlin Ferrari, Local 1224, Wilmington, Ohio
Connor Kooistra, Local 344, Milwaukee
Joseph Pinakidis, Local 731, Burr Ridge, Ill.
Nathan Raab, Local 320, Minneapolis
Noah Siem, Local 160, Rochester, Minn.
Paul Steenwyk, Local 214, Detroit
Alex Suter, Local 436, Valley View, Ohio
David Wendel, Local 727, Park Ridge, Ill.
Ella White, Local 638, Minneapolis

Eastern Region

Jasmine Bazinet, Local 493, Uncasville, Conn.
Kishan Bhut, Local 107, Philadelphia
Christopher Burns, Local 25, Boston
Michael Costigan, Local 623, Philadelphia
Jeanmarie Egan, Local 804, Long Island City, N.Y.
Dalton Faith, Local 77, Fort Washington, Pa.
Alexandra Kohr, Local 776, Harrisburg, Pa.
Shekinah Lightner, Local 71, Charlotte, N.C.
Anthony Joshua Machado, Local 671, Bloomfield, Conn.
Tristan Morales, Local 429, Wyomissing, Pa.
Angela Osterbye, Local 469, Hazlet, N.J.
Andre Senecal, Local 445, Rock Tavern, N.Y.
Heather Shook, Local 697, Wheeling, W.V.

Southern Region

Malcolm Bensinger, Local 886, Oklahoma City
Christopher Coronado, Local 886, Oklahoma City
Kameron Hawkins, Local 728, Atlanta
Jonathan Lee, Local 878, Little Rock, Ark.
Abigail L'Hoste, Local 728, Atlanta
Andrew MacLean, Local 402, Muscle Shoals, Ala.
Alyssa Ragni, Local 385, Orlando, Fla.
Joseph Shandera, Local 657, San Antonio, Texas
Jonah Smith, Local 19, Humble, Texas
Connor Wilson, Local 516, Muskogee, Okla.

Western Region

Andres Alvarado, Local 186, Ventura, Calif.
Gilbert Evans, Local 399, North Hollywood, Calif.
Jacob Forbes, Local 760, Yakima, Wash.
Sandi Johnsen, Local 305, Portland, Ore.
Riley Kydd, Local 986, S. El Monte, Calif.
Madeline Libbey, Local 665, San Francisco
Brendan Lynch, Local 455, Denver
Paxtyn Merten, Local 174, Tukwila, Wash.
Liem Nguyen, Local 315, Martinez, Calif.
Riley Prewitt, Local 431, Fresno, Calif.
Clarisse Soriano, Local 166, Bloomington, Calif.
David Vanderwall, Local 174, Tukwila, Wash.
Macklin Zhong, Local 665, San Francisco

HOCKEY ON YOUR BLOCK

Rollex Member Volunteers for Non-Profit Hockey on Your Block Program

Local 727 member Mark Truty loves his family and he loves his job at Rollex, but his first love was hockey.

"I love this sport. I love the smell of the ice, I even love the smell of the locker room," said Truty, 48. "When I'm on the ice, I don't think about any problems. For that hour, I feel free, like I'm on a cloud, like I'm flying. After 40 years of skating, that has never gone away."

Truty began playing hockey at age 6, and it changed his life. Which is why he now dedicates his free time to bringing that life-changing joy to people of all ages as a coach and as a volunteer for the Hockey On Your Block program.

About five years ago, Truty and a few friends, including Ray Lilja, started volunteering to teach kids to play hockey, and it kept growing from there. In 2012, Lilja and Congressman Mike Quigley officially formed the Hockey On Your Block program, a nonprofit organization that provides Chicago-area at-risk youth access to the game of hockey. More than 400 kids, many of whom had never even put on ice skates, have now gone through the program.

"It's remarkable seeing these kids transform," Truty said. "We don't push them to be the best, it's all about having fun. They don't even know they're learning how to skate or play hockey because we make games out of it and then all of a sudden, they realize they're skating, they're really doing it."

Several facilities generously donate ice time to Hockey on Your Block, and sponsors and community members donate equipment, money and time to keep it completely free for participants. The Blackhawks also will be donating ice time at their new Community Training Center.

Some former participants are playing college hockey and one was just drafted by the Philadelphia Flyers. But Truty said even if they don't go on to play at higher levels, they're going to remember the experience.

"It's not only about the team on the ice, it's about their team at home and their team at school, and helping them excel socially and academically," Truty said. "These kids are very impressionable. They're getting bombarded from all angles, but this program and time on the ice gives them a break and lets them feel free, even if just for an hour."

Truty, a 25-year Teamster, is a maintenance worker at Rollex. About 100 Local 727 members work at the Rollex facility in Elk Grove Village, where all of the company's prefinished soffit, siding and accessories are fabricated and warehoused. Truty said when he retires from Rollex, he wants to coach hockey full-time.

"The real heroes aren't us volunteers. It's the kids that come back week after week and the parents and aunts and uncles and grandparents who come every week and see what these kids are doing," Truty said. "I don't get paid for any of this, but it's worth it to see the smile on a kid's face. That, to me, is the ultimate reward."

For more information, to donate or to volunteer, visit hockeyonyourblock.org.

UNITED AS TEAMSTERS

MORE THAN 9,000 MEMBERS COVERED BY AGREEMENT

The Teamsters Union and United Airlines announced jointly in August that they have reached an agreement in principle for a joint collective bargaining agreement covering more than 9,000 technicians and related employees.

This agreement is the culmination of a nationwide push to get the Teamsters a fair contract at United. In March, United Airlines mechanics protested for an industry-leading agreement by demonstrating outside key maintenance bases at the San Francisco, Houston and Orlando airports. They also held similar actions at United Airlines shareholder meetings.

The two sides came together again starting in late-June with revised offers and negotiated a contract structured around the principle issues in August.

"The Teamsters have a long history of taking action to right injustices against workers by employers who put profits over people," said Jim Hoffa, Teamsters General President. "This industry-leading agreement proves once again that working conditions and compensation in the airline industry can be raised with Teamster power."

"This is a monumental moment for our United members," said Capt. David Bourne, Director of the Teamsters Airline Division. "I want to congratulate everyone involved for achieving this industry leading agreement in principle which will set a new standard upon ratification. This result would not have been possible without the dedication of Federal Mediator Gerry McGuckin, both negotiating committees and the involvement of CEO Oscar Munoz."

This story is current as of press time. For the latest updates on this story, visit teamster.org.

CONTRACT NOW for AIRLINE MECHANICS
CONTRACT NOW for AIRLINE MECHANICS
CONTRACT NOW for AIRLINE MECHANICS

Teamster Pilots At Allegiant Air Ratify Historic Agreement

WARNING
AIRLINE PILOTS
Is Over NOW!
Corporate Charade

First Contract For Pilots Follows Three Year Push

More than three years after beginning bargaining, Allegiant Air pilots represented by Local 1224 ratified their first contract with the airline on July 28, 2016. More than 86 percent of Allegiant's voting pilots chose to ratify the contract and more than 95 percent of the bargaining unit cast ballots in the contract ratification vote. There are more than 690 pilots in the bargaining unit.

This contract is the culmination of five years of effort to secure the Allegiant pilots as Teamsters. Prior to Teamster representation, the pilots were represented by a self-formed employee association. The work rules were modified unilaterally in 2010 and the pilots felt that they needed stronger representation.

Allegiant pilots approached the Teamsters to assist them in forming a union, recognizing the strength of Teamster contracts in the airline industry. In August 2012, the pilots voted to join the Teamsters. A tentative agreement was reached on June 21, 2016.

The agreement includes substantial improvements in compensation, benefits and scheduling. Members will immediately receive up to 31-percent pay increases, high quality health insurance and greater job security. This agreement also gives pilots, for the first time, the full job protections of a contract.

Other contract highlights include immediate raises for all pilots, a 150-percent increase in the company's 401(k) matching contribution, up to four weeks of paid vacation, an improved scheduling system and the ability for pilots to fund their union and defend their contract through a dispute resolution process.

"I'm incredibly proud of this victory," said Capt. David Bourne, Director of the Teamsters Airline Division. "After years of hard work, we have a first contract. I want to thank all of the pilots for demonstrating the true meaning of Teamster unity and strength."

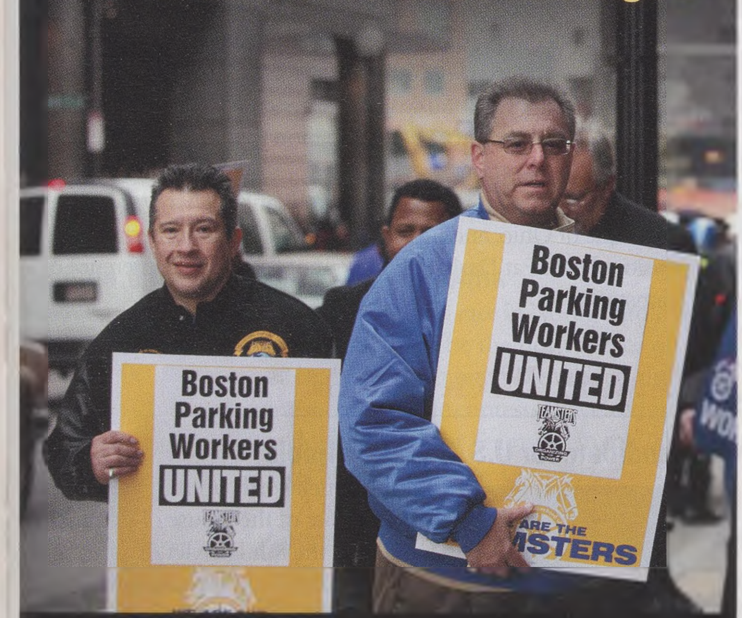
"The Allegiant Air pilots have demonstrated tremendous determination and resilience over the last several turbulent years," said Local 1224 President Daniel C. Wells. "Their professionalism, courage and unity in the face of adversity have been truly remarkable to watch, and they have earned the respect of their fellow pilots throughout the industry."

Tom Pozdro, an Allegiant pilot based out of Las Vegas, Nev., addressed the Teamsters 29th International Convention, where he talked about the triumph the pilots felt after securing a first contract.

"The Teamsters have driven a deeper commitment to a culture of safety and responsibility at Allegiant, something the pilots take very seriously," Pozdro said. "We first voted to have the union represent us in 2012 and we now have our first contract, a binding agreement that includes greater job security, increased wages and better benefits. None of this would've happened without the steadfast guidance we received from the Teamsters and Local 1224."

"For years, we have been asking Allegiant Air to invest in its pilots, and this agreement shows that Allegiant has listened," said Capt. Cameron Graff, Allegiant Air Pilots' Executive Council Chairman. "This contract brings us in line with industry standards that we, our families and customers deserve. With the new contract in place, we will have a voice at the table to make sure Allegiant Air is the best possible airline for people to work and fly."

Teamsters Organize Over 70 Percent of Boston Garages



Union Strength, Influence in City Grows

The Teamsters have organized parking workers in Boston by the hundreds over the past five years. Union workers are now employed at more than 70 percent of the city garages.

This announcement marks a major milestone for the Teamsters, as the Teamsters can now count more than 100 garages where they represent members. Workers at companies like Standard Parking, LAZ Parking and Central Parking have all seen major increases in wages, benefits and job security.

"It's amazing to see the progress we've made over the past few years," said Sean O'Brien, International Vice President and President of Boston's Local 25. "We know that this is an industry where people could benefit from union representation. These jobs cannot be outsourced. There has been a considerable, focused effort from business agents, organizers and activists to make Boston garages union and it has paid off big time.

"The progress our members have made in wages and benefits has been remarkable. Likewise, we've taken effective job actions at employers who weren't treating their workers with the dignity and respect they deserve," O'Brien said.

"The union has made an amazing difference at my worksite," said Fauz Abdi, an attendant at LAZ Parking. "Before we organized, conditions were much worse. Our wages had us barely getting by and we had no benefits. After we voted to join the union, we got a contract that significantly improved our livelihoods and gave us on-the-job protections. Now we've got Teamster brothers and sisters all over the city. It's driven up standards for parking workers in the entire region."

Huge Settlement for KAG West Employees

Tankhaul Company Illegally Withheld Raises From Union Workers

After fighting on behalf of workers for six years, Local 986 has won a $4.2 million back-pay settlement for employees at KAG West in Southern California.

"This is a huge victory for the workers at KAG West who voted to join Local 986 in August 2010," said Chris Griswold, Secretary-Treasurer of Local 986 in South El Monte, California. "Six years ago, the company unlawfully withheld pay raises for the union workers and they have been fighting for justice ever since. Local 986 and the workers never gave up the fight."

Tankhaul drivers and mechanics at 17 terminals in Southern California voted to join Local 986. At the time, there were 368 workers in the bargaining unit. The $4.2 million settlement includes back pay, interest and payroll taxes, and will be paid to 426 current and former workers; 175 workers will receive back-pay awards in excess of $10,000 and the highest will be $24,541 plus $2,135 in interest. In addition, all current, active employees will receive a pay raise to take effect by August 29.

In June 2015, the National Labor Relations Board ruled that KAG West unlawfully withheld raises from union workers, saying the company's actions supported a finding that it was motivated by anti-union hostility.

"I want to commend Local 986 for never giving up this fight for the wages owed to the KAG West workers," said Keith Gleason, Director of the Teamsters Tankhaul Division. "This sends a strong message to KAG West and Kenan Advantage Group employees that they're better off being represented by the Teamsters than being left at the mercy of this company."

Local 986 officials vow to continue fighting to win a fair contract for the workers.

HOLDING THE LINE

As the calendar approaches November, workers have important decisions in front of them. Up and down the ballot, they must decide which candidates offer solutions that will improve the lives of everyday Americans.

There are many key issues facing voters this year. Whether it is addressing the corporate takeover of our political system, the shipping of U.S. jobs overseas due to lousy trade deals like the proposed Trans-Pacific Partnership or the need to reinvest in infrastructure to improve transportation, energy and water systems, these are important matters that could have a lasting impact on the nation and its economy.

The Teamsters are doing their part by identifying those in key races that could make a difference. No matter what party they may represent, these endorsed candidates are putting people before the powerful. None of this will happen, however, if members don't vote.

MAGGIE HASSAN

Candidate for U.S. Senate, New Hampshire

A two-term governor, Maggie Hassan (D) is running in a key race that is essential to Democrats if they have any hopes of regaining control of the U.S. Senate come next January. She is facing Sen. Kelly Ayotte (R) for the seat.

Hassan, who has earned the endorsement of the Teamsters, has a reputation of working across party lines to get things done and stresses her support of job training programs to help ensure workers are ready for good jobs in the changing global economy. During her time as governor, she has also fought to freeze in-state tuition at New Hampshire universities and cut the cost of community college in an effort to tame the price tag of higher education.

Just like the Teamsters, Hassan believes that investing in infrastructure is paramount to the future of her home state and this country. She notes that updating the transportation network can help both workers and businesses while boosting the economy. Further investment is also needed in water systems and broadband networks to ensure clean water and dependable Internet service for future generations to come, she says.

ROB PORTMAN

Candidate for U.S. Senate, Ohio

The Ohio Conference of Teamsters endorsed Republican Sen. Rob Portman in his re-election bid for Senate. The union applauded Portman's fight to protect members' pensions.

The Teamsters Union has praised Portman (R-Ohio) for his efforts to pass legislation that would guarantee thousands of retirees and workers threatened by deep cuts to their pensions a meaningful voice in deciding their own future, without the threat of the Treasury Department nullifying their decision if it judges that the insolvency of the fund would be "systemically important" by causing a liability of more than $1 billion to the Pension Benefit Guaranty Corporation.

"Rob is fighting for middle-class jobs and higher wages for the people of Ohio, and he has fought with us to protect our pensions," said Pat Darrow, President of the Ohio Conference of Teamsters.

TAMMY DUCKWORTH

Candidate for U.S. Senate, Illinois

Tammy Duckworth, an Iraq War veteran and member of the House of Representatives for the 8th District of Illinois, is the Teamsters Union's choice for the open Senate seat from Illinois.

"I want to make it clear that I stand with labor, and I stand with the right of Americans to organize," Duckworth recently said.

Duckworth has consistently worked with unions, including the Teamsters, to help veterans and their families as they transition back to civilian life. She first came to prominence in 2004 when the Blackhawk helicopter she was flying in for the Army National Guard in Iraq was shot down, costing her both of her legs.

She is a longtime friend of the Teamsters Union, having spoken at the Women's Conference in 2014, where she said to the crowd of Teamsters: "Thank you for the work you do to ensure equal pay for equal work. You let women know anything is possible and we can try anything. We have to make sure we mentor young women and men to know that women are capable of doing everything."

STEVE BULLOCK

Candidate for Governor, Montana

Steve Bullock is the current Governor of Montana and is running for re-election to a second term. Raised in Helena, Mont., Gov. Bullock was previously a labor attorney for Local 190 in Billings, Mont.

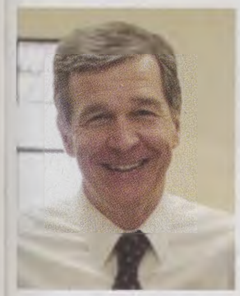
He led a bi-partisan group of state attorneys general in cracking down on

FedEx's illegal misclassification of more than 12,000 drivers. He is an adamantly pro-worker governor who has vowed to veto any right-to-work legislation sent to him by the current decidedly anti-worker Montana legislature.

Gov. Bullock is a longtime ally of the labor movement and the Teamsters Union. He spoke at the 28th International Convention and has appeared at several other union events.

ROY COOPER

Candidate for Governor, North Carolina



The gubernatorial race in North Carolina is shaping up to be the hottest race of 2016. Long expected to be among the most competitive contests this election cycle, the choice for Teamsters in the Tar Heel State is clear: Roy Cooper.

A longtime friend of the Teamsters, Cooper has a proven track record of fighting for working families. Since his election to the state senate in 1991, Cooper has worked tirelessly to help the union effort in North Carolina. Later, as Senate Majority Leader, he promoted legislation that put workers first, and fought against legislators seeking to further weaken collective bargaining rights.

Cooper is currently the state's second-longest-serving attorney general. As attorney general, Cooper took the fight for working families even further, standing up to corporate greed, as well as the patsy politicians they bought and propped to carry out their anti-worker agenda.

Cooper's support for organized labor is in stark contrast to his opposition, incumbent Gov. Pat McCrory. While Cooper has a vision for a strong economic future that will improve workers' wages and strengthen unions, McCrory is backed by—and beholden to—big business and special interest groups. And thanks to an out-of-control legislature, he has signed many controversial bills into law, undoing decades of progress for working families.

RUSS FEINGOLD

Candidate for U.S. Senate, Wisconsin

For three terms in the U.S. Senate, Russ Feingold was a fighter for Wisconsin and the entire country against a corporate takeover of the electoral system. As a sponsor of the landmark McCain-Feingold campaign finance law, he sought to tamp down on big business' influence on the political process.

Feingold (D) lost a close re-election race in 2010 to Sen. Ron Johnson (R) in a terrible year for Democrats. Now he is the choice of the Teamsters to help his party recapture control of the U.S. Senate and push a pro-worker agenda through Congress. He is prioritizing issues such as his opposition to the Trans-Pacific Partnership, increasing the federal minimum wage and enacting paid sick leave.

Feingold also wants to help the nation's future generations while providing a secure retirement for those about to leave the working world. He advocates for reducing the cost of higher education and for allowing the refinancing of college loans, while at the same time calling for the expansion of Social Security so seniors can live with dignity.

CATHERINE CORTEZ MASTO

Candidate for U.S. Senate, Nevada

Nevada's former Attorney General, Catherine Cortez Masto, stood with labor when it was attacked. She stood with working families when anti-worker politicians sought to take away their protections and rights. She has spent her career fighting to protect Nevada's workers. Now, she's trying to be the state's next senator.

The Teamsters are proud to support Masto in her bid to replace Sen. Harry Reid, and not only because she's the daughter of a Teamster. The union endorsed Masto because she's good for working families.

"For too long we have watched as Washington, time and time again, has failed the American people and refused to take up the real challenges that we face every day. It's time for the politicians in Washington to stop the partisan bickering and start working together to solve problems," Masto said recently at the Teamsters 29th International Convention.

"Instead of creating problems, Washington should be creating an economy that works for everyone," she said. "That means equal pay for equal work. And that includes tearing down the barriers to the middle class. That means stopping anti-union policies, defeating job-killing trade deals, and making sure billionaires and corporations pay their fair share."

DRIVE

Take a stand for working families by contributing to DRIVE, the Teamsters' political action committee. Your contribution will support grassroots action by Teamster families to stand up to big business and anti-worker politicians. **For more information, visit www.teamster.org.**

Q&A WITH TEAMSTERS GENERAL SECRETARY-TREASURER KEN HALL

AFGE
UMWA
Stand United
WVSSPA
WVSSPA
THE WAR ON WORKERS
UNITED MINE WORKERS
WE ARE
WEST VIRGINIA HAS NO NEED
WE SHOULD BE ABLE TO LIVE OFF OF A LIVING WAGE
Teamsters Local 17
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
WAGE CUTS HURT WORKING FAMILIES
SAY NO TO RTW
WV WORKERS UNITED

The West Virginia Legislature sided with big business over workers earlier this year when it overrode the veto of Gov. Earl Ray Tomblin and enacted right-to-work (RTW) legislation. The Teamsters, led by General Secretary-Treasurer and Local 175 President Ken Hall, tirelessly fought to defeat the proposal.

Once it finally cleared the Statehouse, however, Hall and the union didn't just get angry—they vowed to get even. Now the Teamsters are letting everyone know they intend to pay back those lawmakers who sided with corporations over their constituents by making sure they are defeated in November.

Hall recently answered questions about that battle and holding politicians accountable for their actions.

Q. What was the Teamsters' reaction to the Legislature's decision to approve RTW?

HALL: Well, we were obviously very disappointed. The Teamsters had joined with other unions in the state in 2015 to hold off such a result. But this year, the selection of a new state senator just as the legislative session convened put those standing up for workers on notice that we were facing an uphill climb. Ultimately, the state Senate passed RTW by one vote.

Q. Why did unions fight this measure so hard?

HALL: The Teamsters, together with other union members and working West Virginians, turned out to oppose this bill because we understood passing it would do nothing to help workers earn a fair living. Instead, it's just another excuse for big business to rake in record profits on the backs of those seeking to provide for their families. Its approval is a continuation of the corporate takeover of the political process.

Q. What are the Teamsters planning to do to change things in West Virginia?

HALL: Pro-worker allies will not forgive nor will we forget those lawmakers who have turned against their constituents. The Teamsters look forward to Election Day 2016 when we will stand together and repay elected officials who sided with billionaire industrialists like the Koch brothers over workers. We will remember in November!

Q. How can the union fight anti-worker legislation like this elsewhere?

HALL: By showing up at the voting booth in November and letting lawmakers up and down the ballot know that you will be supporting candidates who put working families first.

For more information on the injunction the Teamsters recently won against right to work in West Virginia, or to read about the union's endorsement of Jim Justice for governor of the state, visit teamster.org.

RIGHT-TO-WORK IS A RUSE FOR WORKERS

STOP THE WAR ON WORKERS
PREVAILING WAGE CUTS
Right to Work is WRONG #wvwkrs
TEAMSTERS

For years, anti-worker lawmakers have engaged in trickery in an effort to crack down on the collective bargaining rights of everyday Americans. They repeatedly roll out so-called right-to-work (RTW) legislation in an attempt to quash the voices of workers on the job.

Most of those efforts come in state capitals across the country. But that is not the only threat. In Kentucky, for example, counties have attempted to implement RTW. And the Republican platform approved at the GOP Convention in July called for the passage of RTW nationwide, which would devastate U.S. workers.

Make no mistake, there is nothing right about RTW. While some elected officials and their corporate cronies promise more jobs if such measures are passed, those living in RTW states have a higher poverty rate than those in ones that support collective bargaining. In fact, nine of the 10 highest poverty states are RTW. That, in part, is attributable to lower salaries and benefits. Those with no rights at work make almost $1,500 a year less. They are also less likely to receive employer-based health insurance or pensions.

The Teamsters are intent on continuing to fight hard against efforts to curb workers' rights through RTW. But it won't happen unless members take a stand against RTW-supporting candidates in November.

Electing Koster as Missouri Governor is Key to Defeating RTW

For a long time, the Teamsters and other pro-worker allies have had a friend in Jefferson City, Mo. who had the backs of hardworking people. Year after year, Gov. Jay Nixon (D) vetoed the efforts of corporate cronies in the Missouri Legislature who wanted to enact so-called right to work (RTW).

But Gov. Nixon's second term as governor is ending. And with a Republican supermajority still expected to be in place in the state legislature, it is imperative that everyday Missourians get behind the candidacy of current Attorney General Chris Koster (D) to be the next governor in the state.

Koster, a former Republican who became a Democrat in 2007, is a pro-labor elected official who knows how to work across party lines. And like Gov. Nixon, he has been an outspoken opponent of RTW, telling attendees at a recent union gathering "how important it is for Missouri's next governor to be a champion for workers and to always fight back against right to work efforts in the capitol." That stands in direct contrast to his GOP opponent for governor.

He recently told the Kansas City Star, "Collective bargaining is what created 75 years of middle-class wages in this country. I can't see why undoing collective bargaining is a wise use of governmental policy."

The "Show Me State" has been ground zero in big businesses' battle to implement anti-worker legislation.

Corporations, not satisfied enough with their sky-high profits, have repeatedly attempted to rally Missouri lawmakers and pass RTW in an effort to drive down salaries and hamper workplace rights of everyday workers.

DRIVE Honors Top Locals At Convention

Big business spends big money to push an anti-worker agenda in Washington, D.C. The Teamsters fight back through DRIVE, the union's political action committee.

At the 29th International Convention, four awards were given to locals for their commitment to DRIVE. The awards given were:

- Most DRIVE Money Raised in 2015: Local 63 in Covina, Calif.;
- Highest Percentage of Members Contributing: Local 988 in Houston; and
- Most New Cards Signed and Most Members Contributing to DRIVE in 2015: Both went to Local 177 in Hillside, N.J.

For more information on DRIVE, visit www.teamster.org.

DRIVE

TPP is Down, Not Out

Union Keeps Fighting Bad Trade Deal

Supporters of a proposed 12-nation Pacific Rim trade deal have been pinning their hopes on pushing the deal through a lame-duck Congress come November. But that plan isn't looking so hot right about now.

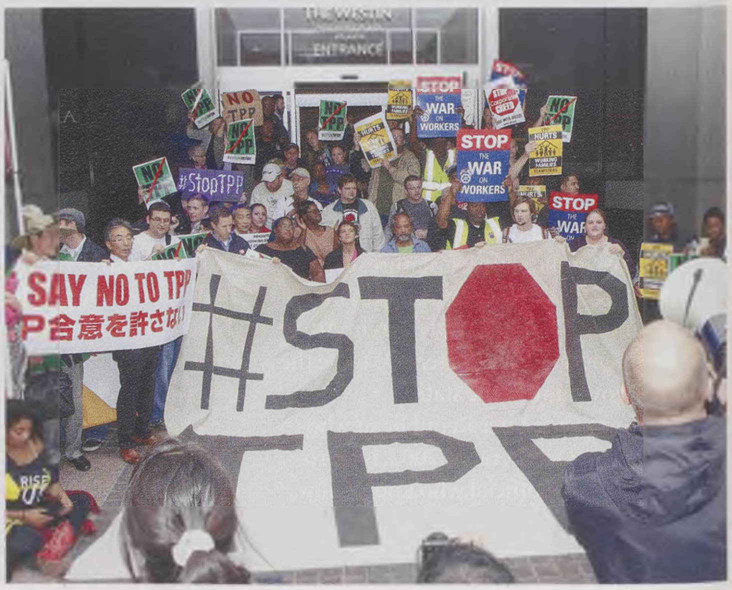
House Speaker Paul Ryan (R-Wis.) announced in August that he isn't planning on bringing the Trans-Pacific Partnership (TPP) before the chamber for a vote because it doesn't have the support it needs to pass. As it stands, the agreement is "not ready" to be considered, he said. It's a shocking turn of events considering many believed the trade agreement would encounter smooth sailing through Congress once fast-track trade promotion authority won approval last year.

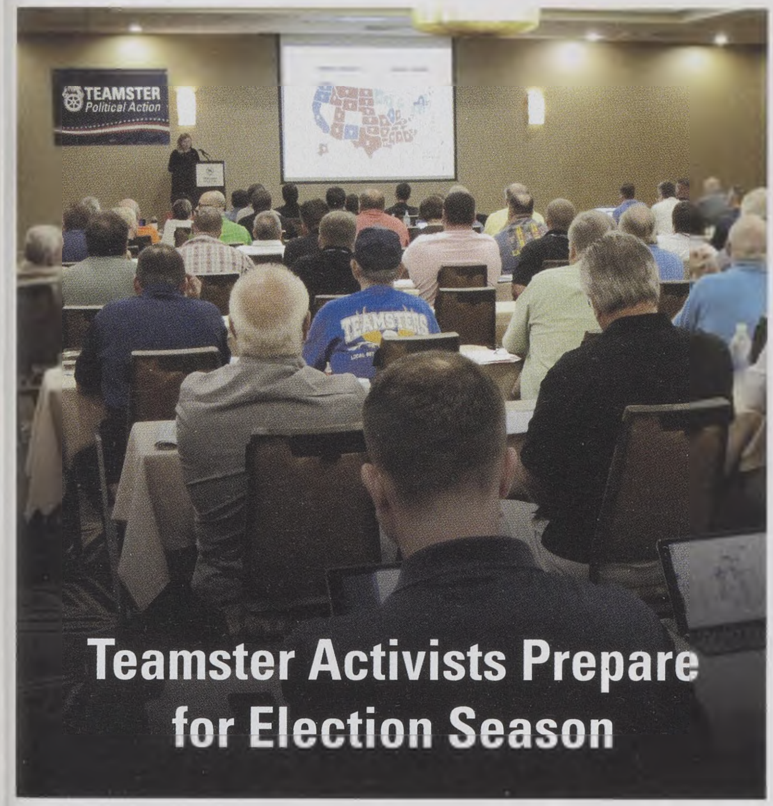
But since then, a bipartisan uprising against the deal has taken place. Lawmakers are increasingly realizing that the deal is a corporate money grab at the expense of U.S. workers, many of whom will lose their jobs and will be subject to unsafe food and products as well as more expensive medicine and a dirtier environment.

The latest blow to the TPP came this summer when six House Republican members signed onto a letter that aired their concerns about the trade agreement. They said Congress should not take up the deal during an end-of-year session.

Lawmakers are taking a pass on the TPP because they know nothing good will come of it for everyday Americans.

But regardless of how the state of the TPP may look today, the public cannot rest until this miserable trade deal is put out of its misery. Given how this country is falling prey to the whims of the companies that control its political process, those standing up for hard-working Americans need to remain resolute. The fate of this trade pact isn't over until it's over.





Teamster Activists Prepare for Election Season

More than 100 political activists from locals and Joint Councils from across the country joined together in Chicago in August to coordinate efforts for the upcoming election season. The attendees heard from staff members from the Department of Political and Legislative Action and guest speakers from key organizations to learn more about the critical races at both state and federal levels.

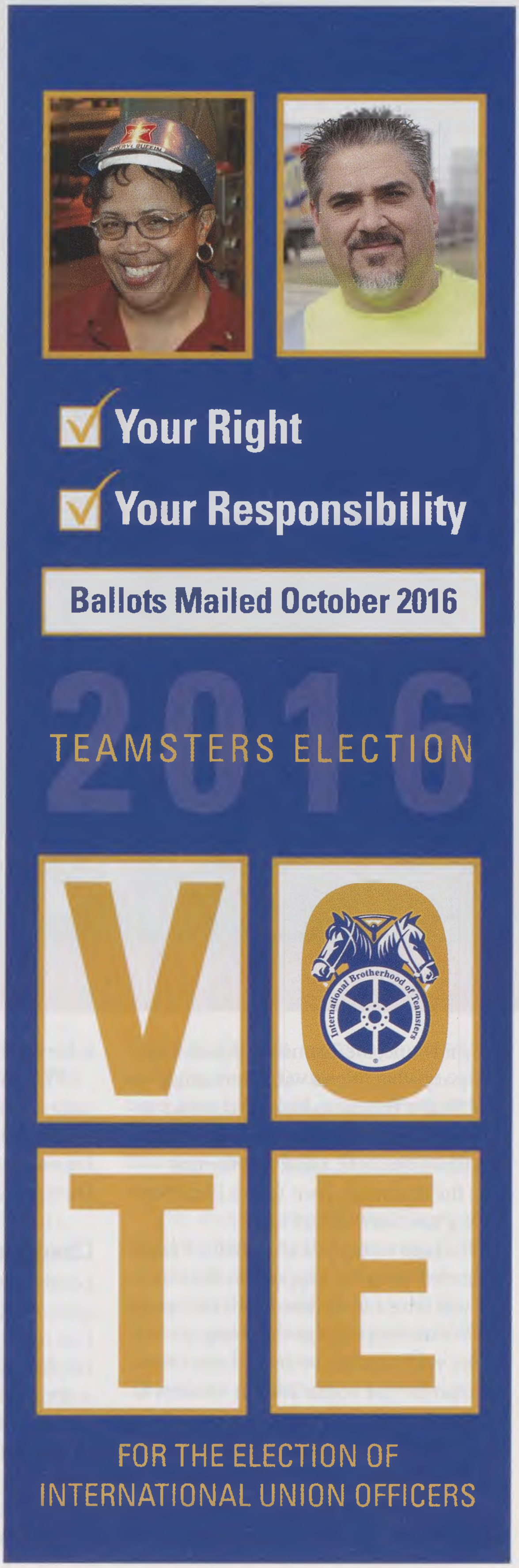
Christy Bailey, Director of the Teamsters Department of Political and Legislative Action, drove home the importance of engaging in the process and supporting candidates that will fight for labor and working families.

“I don’t have to tell you how critical this election cycle is to our union,” Bailey said. “There’s a lot of experience and knowledge in this room and we need to be talking to our members about the election and our priorities.”

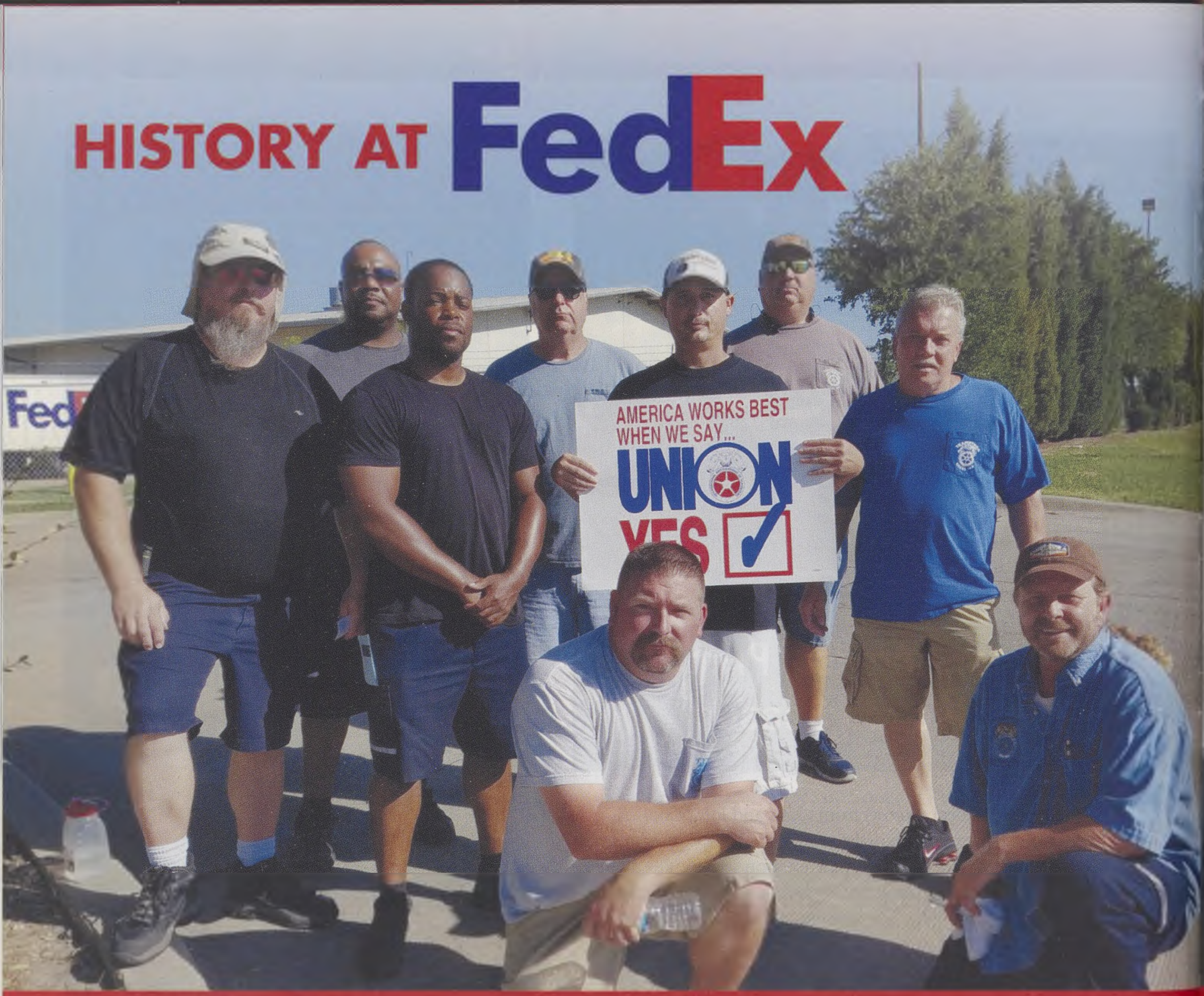
Attendees were briefed on key political races in statehouses and on the congressional level. Experts from the Teamsters Union and from the Democratic Legislative Campaign Committee, Democratic Senatorial Campaign Committee and the Democratic Governors Association shared their valuable insight on the upcoming races.

Additionally, staff and guest speakers provided overviews on new and innovative tools available to the activists through the union that will help streamline and centralize their efforts. These resources will help political coordinators in their efforts on the ground, whether it’s worksite visits, phone banking or visiting members at home.

"As we head toward to final days of this election season, this meeting is invaluable to local officers like me," said Jim Larson, Secretary-Treasurer of Local 190 in Billings, Mont. "Learning what tools we have at our disposal and the federal guidelines we need to adhere to are critical to running an effective campaign in the coming months."


☑ Your Right
☑ Your Responsibility
Ballots Mailed October 2016
2016
TEAMSTERS ELECTION
VOTE
International Brotherhood of Teamsters
FOR THE ELECTION OF
INTERNATIONAL UNION OFFICERS

HISTORY AT FedEx



TEAMSTERS KICK OFF NEGOTIATIONS WITH FEDEX FREIGHT—A FIRST!

In mid-June, the Teamsters Union made history when it met with representatives of FedEx Freight to kick off contract negotiations for workers in the Philadelphia and Charlotte, N.C. areas. It is the first time the union sat down with a FedEx operating unit for contract talks.

The talks took place after FedEx Freight exhausted all its legal appeals in the courts and was forced to sit down with the union.

"We made it clear to the company that we are very serious about getting a first contract for the FedEx Freight workers at the East Philadelphia terminal," said Bill Hamilton, International Vice President and President of Local 107 in Philadelphia. "The company knows we are very serious about helping our members achieve a better future."

"We got the ball moving and the company committed to a second meeting in mid-July in Philadelphia," said Tyson Johnson, International Vice President and Director of the Teamsters Freight Division.

Charlotte Negotiations

Local 107 discussed ground rules for bargaining and requested significant information regarding the terms and conditions of employment applicable to the employees at the East Philadelphia terminal.

A day after the Philadelphia-area meeting, Local 71 in Charlotte met with the company on behalf of the employees in its area.

"We are going to hold the company's feet to the fire during negotiations and we are committed to negotiating a first contract for the workers in Charlotte," said Joe Eason, President of Local 71 in Charlotte.

The company met again in late July in Charlotte.

Meanwhile, as negotiations took place in mid-June, representatives of local unions handed out fliers to FedEx Freight workers nationwide in another round of leafleting. The fliers featured information about the negotiations that were taking place with the headline, "Never is NOW! Teamsters Make History at FedEx Freight."

XPO/Con-way Campaign

The Teamsters are conducting another major freight organizing campaign at

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TEAMSTERS

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DRIVER
ENTRANCE

XPO/Con-way.

In early June, Teamsters from across the country took part in a national action, handing out leaflets at XPO/Con-way terminals to coincide with actions taking place at the Ports of Los Angeles, Long Beach and locations in San Diego as XPO workers are standing united to fight for fairness on the job.

XPO is mistreating former Con-way workers who are being kept in the dark about terminal closures, subcontracting and layoffs. The company is aggressively opposing its new workforce's federally protected right to organize.

XPO port and rail drivers in Southern California and across the nation are fighting company wage theft in excess of $200 million because they are misclassified as independent contractors and denied their federal right to form their union.

CEO Compensation

During the early June leafleting, XPO/Con-way workers were outraged to learn that company CEO Bradley Jacobs received a 481-percent raise in compensation over the past two years.

Jacobs went from making under $1 million per year to $5.8 million in total compensation per year. Jacobs is known as a buyer and seller of companies and has done similar transactions in oil, solid waste and equipment rentals.

XPO/Con-way workers are having terminals closed, are forced to stay home as their hours are cut, are seeing more and more outsourced runs, not getting overtime, have high-cost, low-coverage health care and no retirement security, while their new owner gets a 481-percent bump in pay.

The Teamsters are making history at both companies, with organizing, first-ever national days of action, nationwide engagement and interaction with the workers and the bargaining process that's under way. The union has also filed unfair labor practices charges, is involved with federal court cases, is building nationwide activist committees, is conducting freight member organizing trainings, launching shareholder resolutions and other ongoing steps.

UNFI Drivers in Hudson Valley Join Teamsters Union

unfi
STOP THE INTIMIDATION
unfi
STOP THE THREATS.
STOP THE INTIMIDATION.
unfi
STOP THE INTIMIDATION

Drivers at Natural Foods Distribution Company Vote to Join Teamsters Local 445

Drivers at America's largest organic and natural food supplier, United Natural Foods, Inc. (UNFI), have voted to join Local 445.

The 100 drivers distribute food from the company's Montgomery, N.Y. facility to Whole Foods and other organic, natural and specialty food stores in the New York metropolitan area. They voted to form a union at UNFI in order to ensure fair pay, equitable treatment on the job, and the ability to provide a good life for themselves and their families.

"These workers came to the Teamsters to win a strong union contract, like those enjoyed by other Teamster UNFI drivers around the country," said Local 445 Secretary-Treasurer Barry Russell. "The Montgomery drivers withstood pressure by UNFI management—which of course wanted the drivers to remain powerless with no voice on the job—and proudly voted to become Teamsters. We plan to keep that energy alive as we help UNFI drivers get their first negotiated contract."

Local 445 represents workers in the Hudson Valley counties of Orange, Sullivan, Ulster, Dutchess, Rockland, Putnam and Westchester. The UNFI workers join a diverse membership that includes construction workers, warehouse workers, school bus drivers, freight drivers, nurses and municipal workers.

"We are so proud to be Teamsters," said Miguel Rodriguez, a UNFI driver. "We've seen what UNFI workers have won around the country by organizing with the Teamsters. We were inspired to stay strong and fight for our union and a voice on the job."

This vote was just the latest victory for UNFI workers. In Moreno Valley, Calif., drivers organized their union with the Teamsters, and earlier this year they achieved a strong first contract, thanks to worker solidarity and the support of customers and food justice activists.

"We are happy to welcome our newest brothers and sisters in Montgomery," said Steve Vairma, Warehouse Division Director. "UNFI is now the sixth-largest grocery wholesaler in the United States and the largest in the natural and organic sector. As the company has grown from its days supplying co-ops to become Whole Foods' strategic distribution partner, workers have increasingly sought union representation there. The Teamsters look forward to continuing to protect workers in this industry."

The Teamsters Union represents workers at UNFI distribution centers in Dayville, Conn.; Edison, N.J.; Iowa City, Iowa; Auburn (Seattle), Wash.; Leicester, Mass.; Moreno Valley, Calif.; and now Montgomery, N.Y.

UNFI's Montgomery facility opened in 2014 in order to support Whole Foods Market's expansion in New York. Since 2013, Local 445, the Valley Central American Federation of Teachers and the Hudson Valley Labor Federation—along with community groups, local families, taxpayers and Joint Council 16—have been working to hold UNFI accountable.

Next, Local 445 and UNFI drivers will enter contract negotiations with company management to reach a contract that protects drivers and provides a stable workforce so that UNFI can thrive in the Hudson Valley.

Compton Unified School District

LOCAL 911

School workers at four different school locations in the city of Compton, Calif., have voted to join the Teamsters. More than 87 percent of voting workers chose the Teamsters Union.

More than 600 classified school workers will become members of Local 911 in Bellflower, Calif. The workers serve the Compton Unified School District and the more than 20,000 students that attend Compton public schools.

"We're proud to represent this group," said Ray Whitmer, Secretary-Treasurer of Local 911. "Our public sector workers in the schools do admirable work. These workers have faced many obstacles on the job. They chose us because we will fight to get them a strong Teamster contract to secure their working conditions and standard of living."

"We are so happy that the Teamsters will be representing us," said Anita Jones, a 13-year lead warehouse worker at the Central Warehouse in the Compton School District. "We deserve fair treatment, better wages and benefits and a strong voice on the job. Based on the Teamsters' track record representing public sector employees in California, we know they will fight tooth and nail to represent us."

Cheshire County Corrections Officers

LOCAL 633

Corrections officers for Cheshire County, N.H., have overwhelmingly decided to join Local 633 in a vote conducted by the New Hampshire Public Employee Labor Relations Board.

"We are extremely pleased to welcome this professional group of law enforcement officers to the Teamster family," said David W. Laughton, Secretary-Treasurer of Joint Council 10 and Local 633 in Manchester, N.H. "These men and women chose a difficult vocation and deserve the respect and support of the county, which we will ensure through collective bargaining."

Prior to the vote, the officers were subjected to a "Mandatory Collective Bargaining Informational Meeting" where the county's legal counsel discussed the pitfalls of joining a union. The Teamsters held a voluntary informational meeting at a local hotel conference room to discuss any concerns the proposed members may have had after having listened to a one-sided presentation.

STA

LOCAL 102

More than 150 school bus workers who transport students for Student Transportation of America (STA) in Pine Brook, N.J., have voted decisively to join Local 102 in Springfield Township. The drivers and monitors stood united for fair wages, decent and affordable health insurance, respect and fairness on the job.

"I'm glad we did this. We are all very excited to be Teamsters," said Luz Cadavid, a nine-year driver for STA and one of the leading members of the organizing committee. "We all stood together and I'm glad that we did. We will continue to work together to win a strong contract that will bring us fairness."

The victory in Pine Brook marks just the latest group of workers who have been successful in their organizing efforts at STA, the third-largest school bus operator in the country.

"Workers in the school bus industry recognize that in these difficult economic times, they need a strong union to represent them," said Kevin O'Connor, Secretary-Treasurer of Local 102. "This group was really motivated to win representation. The company put a lot of pressure on them to vote against the union, but they held their ground. We are proud to welcome them to the Teamsters Union."

Jacmar Foodservice Distribution

LOCAL 630

About 30 foodservice drivers voted to join Local 630 in Los Angeles recently. The drivers work for Jacmar Foodservice Distribution, a major regional food distributor, at its Southern California terminal. The vote was more than 2-to-1 in favor of joining the union.

"We decided it was time to come together to fight for a better life for our families," said Esteban Ochoa, a Jacmar driver who was active in the organizing effort. "We knew that the company was going to do everything it could to resist our organizing campaign, but with solidarity we held together and won."

The company waged a strong anti-union campaign, holding individual and captive audience meetings and hiring anti-union consultants to ride along in the drivers' trucks to discourage them from organizing. Local 630 members from other foodservice companies like FreshPoint, Unified Grocers, Alta Dena, Roma Foods, US Foods, Sysco and Vons stood with Jacmar drivers on election day, helping to educate them about the union.

"We are proud to welcome Jacmar drivers into the Teamsters Union and we're eager to negotiate a strong contract that brings them up to industry standards," said Lou Villalvazo, Secretary-Treasurer of Local 630.

Pontiac Interlake-Mecalux

GCC/TEAMSTERS

In a 67-55 vote, workers at the Pontiac Interlake-Mecalux plant voted to join the GCC/IBT Local 458-M in Illinois.

Rick Putman, a Teamster organizer, said that five days before the election, the company started giving out raises. "It was too little, too late," Putman said. "Some of these guys have been in there a long time making $9.85 an hour; they could work at Walmart for more than that."

Workers were not only concerned about wages, but safety and health issues were also a factor for the new Teamsters.

TNBC

Meets for 41st Annual Conference

NATIONAL BLA

Hundreds of members, delegates and guests met for the 41st Annual Conference of the Teamsters National Black Caucus (TNBC) in Independence, Ohio in August. The theme of this year's meeting was "Exceeding the Vision and Expanding the Possibilities."

The event was filled with speakers from the Teamsters Union, faith groups, members of Congress and others, and those in attendance exchanged information and strategies for the year ahead.

Greg Floyd, International Vice President and President of Local 237 in New York, greeted the audience and spoke on the importance of voting and participating in every election, not just presidential elections.

Attendees were also greeted on the first day by TNBC Central Region Vice Chairman Darrick Jordan of Local 200 in Milwaukee. He encouraged everyone in the room to focus on how to make TNBC better. Jordan also talked about financial planning, saving money, retirement instruments and estate planning.

"We need to learn the value of all the opportunity available to us," Jordan said.

A big focus of the conference was organizing. Those in attendance heard from: Jeff Farmer, Director of the Teamsters Organizing Department; Felicia Walker, a Durham school bus driver; Allen Henry, a New York sanitation worker; James Curbeam, international organizer; and others.

Antonio Christian, TNBC Executive Director, closed the first day of the conference speaking about the Black Lives Matter movement: "We must act like black lives matter, not only speaking about the problems, but actually doing something about the issues surrounding black lives…Now is a great opportunity to learn about what's going on, and how to get involved."

Women's Day

Teamster brothers and sisters gathered in red attire to celebrate the 8th annual women's day at the conference. Women's day is celebrated to show appreciation to all women for their hard work and dedication to their union and communities.

"Today we honor very brave, educated and smart women; not only here within the TNBC and Teamsters but across the country," said Sophia Edwards, Vice President of the Cleveland Chapter.

The keynote speaker was Rep. Marcia L. Fudge of Ohio's 11th

Members from Across Nation Meet in Independence, Ohio

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Congressional District. She spoke with passion about labor unions, young people and voting.

"It's the union which raised awareness to fight discrimination, unfair wages, unreasonable work schedules and lack of benefits. Unions help give all Americans a shot at the American dream," Rep. Fudge said. "We need to do something to teach young people a work ethic. We have to teach them that it's OK to work with your hands. Not every child will go to college, and that's OK."

General Secretary-Treasurer Ken Hall gave a financial update on the strike fund and current status of the union's treasury. He also shared the news of an injunction that halted right to work in West Virginia. Hall encouraged everyone to get out and vote in November, encouraging attendees to vote out those who are not willing to help working families.

Conference Speakers

On the third day of the conference, attendees heard from Christy Bailey, Legislative Director of the Teamsters, who talked about why this year's election is so critical, as well as the union's current legislative efforts.

"The election is exactly 88 days away," she said. "We know who has delivered for us that we elected the last time, and we know who we need to make sure is not reelected."

Raven Hall, an attorney with the Teamsters Legal Department, spoke about the diversity, equality and inclusion within the organization.

Darrick Jordan, Vice Chair of the TNBC, encouraged everyone to take everything they learned during the week and share with those in their local unions and communities.

TNBC members, delegates and guests gathered Saturday morning for a prayer breakfast featuring Rev. Joshua A. Harris, Senior Pastor of St. Timothy Baptist Church, located in Cleveland. The evening was dedicated to honorees and recipients of the Pioneer Leadership and Lifetime Achievement Awards.

Rev. Stephen Douglas Sullivan Sr., a former Teamster, was the keynote speaker of the last day. Sullivan is a third-generation Teamster who was a member of Local 249 before becoming a pastor. He reminded everyone it would take unity to bring forth victory and growth within the TNBC.

"It doesn't take a lot of folks to do great things," Sullivan said. "It just takes a few ordinary individuals to do extraordinary things."

TEAMSTERS CELEBRATE UNITY AND DIVERSITY

Delegates Convene for Teamsters National Hispanic Caucus

More than 150 Teamster delegates gathered at the two-day biennial gathering of the Teamsters National Hispanic Caucus (TNHC) at Bally's Hotel and Casino in Atlantic City, N.J. The purpose of the meeting was to conduct elections for the TNHC Executive Board, discuss issues pertaining to Hispanic Teamsters and celebrate the diversity and strength of the Teamsters Union.

"One of the greatest values of our union is our commitment to diversity and I am proud that the Teamsters have maintained their commitment to uplift all people, including the growing number of Hispanic people in the United States," said George Miranda, International Vice President and President of the THNC and Local 210.

Miranda talked about the importance of voting for Hispanics in the upcoming November elections, highlighting key issues for Latino and Latina Teamsters, including immigration reform, income inequality and political activities affecting labor.

"It is critical that when you go back to your locals, your cities and your states, you get active and make your voices heard," Miranda said. "You need to vote and make sure that our politicians carry a pro-Hispanic, pro-worker agenda to city halls, state legislatures, Congress and the White House."

Worker Testimony

Other speakers included: Al Rispoli, President of Joint Council 73 and Local 863; Cynthia Rivera, a Teamster organizer at school bus yards; Donald Guardian, the Mayor of Atlantic City, N.J.; and International Vice President Ron Herrera.

A resolution was passed in support of the striking workers from UNITE and the Teamsters committed to taking action in support of their fellow brothers and sisters in the labor movement.

After Local 601 President Ashley Alvarado detailed organizing efforts at Taylor Farms, delegates sat rapt with attention as they heard from Jose Vega, a worker at Taylor Farms who detailed the horrific abuses occurring at the food supplier's Tracy, Calif. processing plant.

They listened to a similarly emotional address from New Jersey State Assemblywoman Annette Quijano, who detailed her family's journey within the United States and how they were empowered by their own civic engagement.

"It is so important that Hispanic people are civically engaged in all levels of government and public life," Quijano said. "We can represent our interests best when we are working in our town halls, in our communities, building positive relationships and being active so people don't think they can take us for granted."

TNHC Election

The California, Chicago, Colorado, Florida, New York, New Jersey, Puerto Rico and Pennsylvania chapters of the THNC gave chapter reports on notable activities that have occurred within their caucuses over the past two years. A financial report for the national THNC was delivered.

At the conclusion of the second day, elections were held for TNHC offices. George Miranda was re-elected as President of the TNHC and Ron Herrera was re-appointed as Caucus Executive Director. Secretary-Treasurer Ruben Torres, Recording Secretary Jesse Miranda, 1st Vice President Maria Perez, 2nd Vice President Jaime Vazquez and Trustees Olga Gonzales, Oscar Gonzales, Alexis Rodriguez, Ashley Alvarado and Hector Hernandez were all re-elected for two-year terms.

The next national meeting of the Teamsters National Hispanic Caucus will be hosted by Local 901 and will take place in 2018 in San Juan, P.R.

UNION'S FINANCES STILL STRONG

The International Brotherhood of Teamsters continues to organize, negotiate strong contracts and provide assistance to our affiliates and members. All this has been made possible by building on our union's financial strength. Having a strong treasury is truly important. With resources, we can take on the bigger fights, the powerful employers and the anti-worker politicians. Our strike fund also allows us to take on bigger fights and more powerful employers.

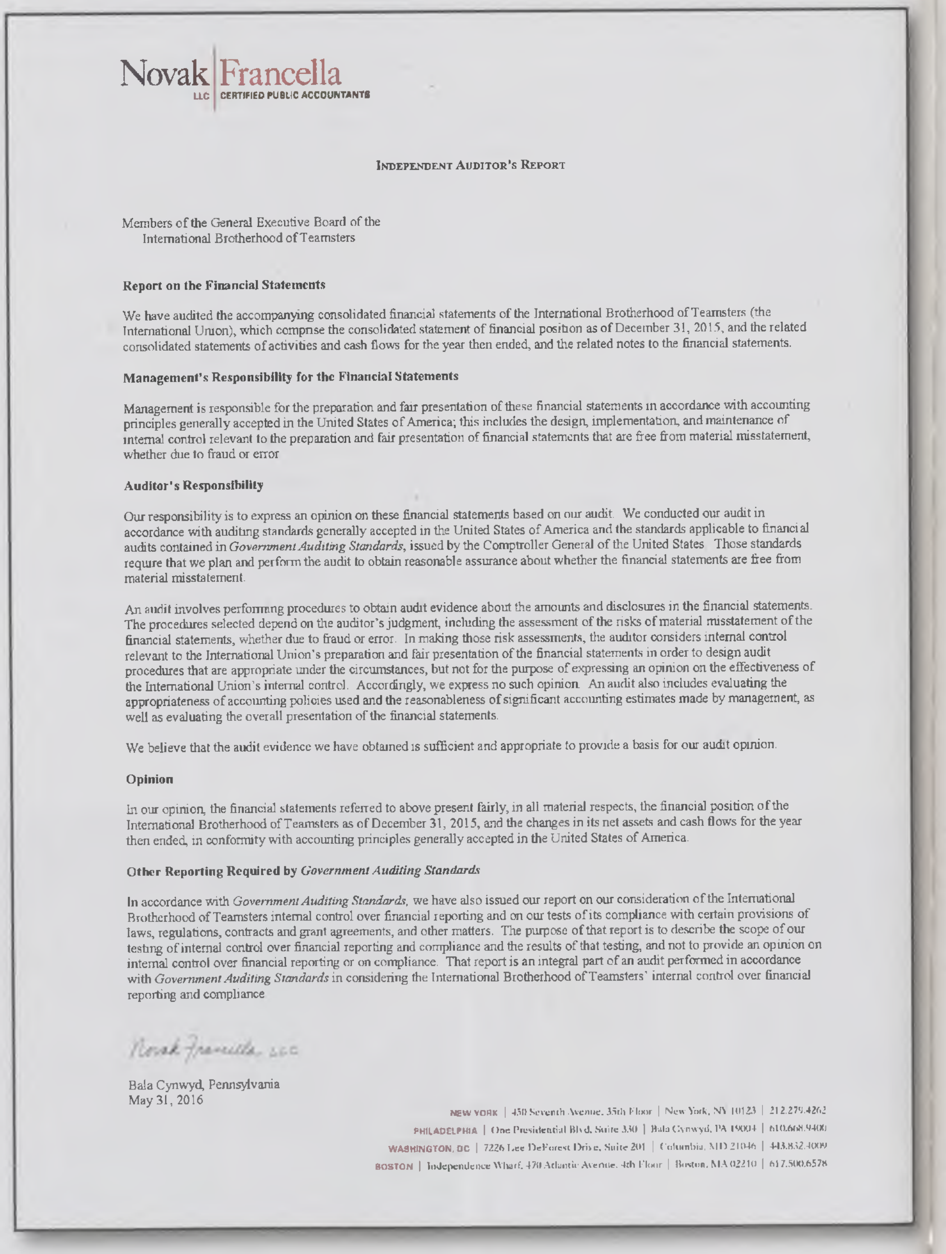
I'm proud to report that, through August 2016, we have more than $161 million in our strike fund. That's up $22 million from August of last year. A strong Strike and Defense Fund that is used to defend the collective bargaining process benefits everyone in the union.

In fact through June 2016, the total assets in the General Fund and the Strike and Defense Fund exceed $283 million. When Jim Hoffa took office in 1999, the union had net assets of only $8.6 million.

Organizing and bargaining good contracts continue to be top priorities of the Teamsters Union. All this has been made possible by building on our union's financial strength.

Ken Hall

Ken Hall
General Secretary-Treasurer



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LLC | CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

Members of the General Executive Board of the
International Brotherhood of Teamsters

Report on the Financial Statements

We have audited the accompanying consolidated financial statements of the International Brotherhood of Teamsters (the International Union), which comprise the consolidated statement of financial position as of December 31, 2015, and the related consolidated statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the International Union's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate under the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the International Brotherhood of Teamsters as of December 31, 2015, and the changes in its net assets and cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report on our consideration of the International Brotherhood of Teamsters internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the International Brotherhood of Teamsters' internal control over financial reporting and compliance

Novak Francella, LLC

Bala Cynwyd, Pennsylvania
May 31, 2016

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International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2015

	General Fund	Strike and Defense Fund	Hoffa Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Eliminations	Total
ASSETS							
Cash and cash equivalents	$ 43,834,975	$ 1,885,803	$ 704,939	$ 502,255	$ 3,994,165	$ -	$ 50,922,137
Receivables, net							
Trade	17,901,133	33,500	-	-	479,568	(1,247,074)	17,167,127
Grants and contributions	391,493	-	31,981	-	-	-	423,474
Accrued investment income	2,874	51	1	-	-	-	2,926
Due from/(to) related entities	888,262	(279,510)	4,500	-	(242,625)	-	370,627
Other	333,695	-	-	-	-	-	333,695
Inventories	366,517	-	-	-	-	-	366,517
Prepaid expenses	797,519		18,658	-	-	-	816,177
Investments							
First Trust notes - affiliates	32,339	-	-	-	-	-	32,339
Other	25,011,717	142,858,075	16,859,318	-	6,929,995	-	191,659,105
Security deposits and other	378,117	-	27,084	-	7,500	-	412,701
Property and equipment, net	35,939,719	-	-	-	-	-	35,939,719
Total assets	$ 125,878,360	$ 144,497,919	$ 17,646,481	$ 502,255	$ 11,168,603	$ (1,247,074)	$ 298,446,544
LIABILITIES AND NET ASSETS							
LIABILITIES							
Accounts payable and accrued expenses	$ 26,011,370	$ 1,258,504	$ 1,112,422	$ -	$ 41,729	$ (1,247,074)	$ 27,176,951
Unexpended scholarship awards	-	-	353,000	-	-	-	353,000
Accrued pension cost	16,536,321	-	-	-	-	-	16,536,321
Accrued postretirement benefits cost	721,304	-	-	-	-	-	721,304
Total liabilities	43,268,995	1,258,504	1,465,422	-	41,729	(1,247,074)	44,787,576
NET ASSETS							
Unrestricted	82,061,978	143,239,415	16,181,059	502,255	11,126,874	-	253,111,581
Temporarily restricted	547,387	-	-	-	-	-	547,387
Total net assets	82,609,365	143,239,415	16,181,059	502,255	11,126,874	-	253,658,968
Total liabilities and net assets	$ 125,878,360	$ 144,497,919	$ 17,646,481	$ 502,255	$ 11,168,603	$ (1,247,074)	$ 298,446,544

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2015

	General Fund		Strike and Defense Fund	Hoffa Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	
	Unrestricted	Temporarily Restricted	Unrestricted	Unrestricted	Unrestricted	Unrestricted	Total
REVENUE AND OTHER SUPPORT							
Per capita and initiation fees	$ 149,793,699	$ -	$ 21,308,160	$ -	$ -	$ -	$ 171,101,859
Grants and contributions	3,549,374	-	-	1,234,795	4,634	-	4,788,803
Special fundraising events	-	-	-	1,628,401	-	-	1,628,401
Affinity program	-	-	-	-	-	3,712,846	3,712,846
Investment income, net	(105,104)	-	2,033,402	137,598	-	110,052	2,175,948
Sales of supplies, net	66,145	-	-	-	-	-	66,145
Loss on disposal of property and equipment	(4,520)	-	-	-	-	-	(4,520)
Other	313,309	-	-	21,540	-	-	334,849
Net assets released from restrictions	294,590	(294,590)	-	-	-	-	-
Total revenue	153,907,493	(294,590)	23,341,562	3,022,334	4,634	3,822,898	183,804,331
EXPENSES							
Program services							
Member services							
Communications, magazine and public relations	10,478,062	-	-	-	-	-	10,478,062
Industry trade divisions and relations	34,086,665	-	-	-	-	-	34,086,665
Strike and defense	1,733,388	-	7,548,709	-	-	-	9,282,097
Research, education and training	14,676,992	-	-	-	-	325,642	15,002,634
Retiree relations, scholarships and other	246,157	-	-	918,931	-	-	1,165,088
Organizing	18,689,723	-	-	-	-	-	18,689,723
Other	8,732,823	-	-	-	1,500	298,506	9,032,829
Affiliation fees	10,742,283	-	-	-	-	-	10,742,283
Government affairs	9,569,197	-	-	-	-	-	9,569,197
Legal and litigation	5,851,066	-	-	-	-	-	5,851,066
Civil RICO	6,895,773	-	-	-	-	-	6,895,773
Teamster Affiliates Pension Fund	9,000,000	-	-	-	-	-	9,000,000
Convention	1,608,000	-	-	-	-	-	1,608,000
Total program services expenses	132,310,129	-	7,548,709	918,931	1,500	624,148	141,403,417
Supporting services							
Administration and governance	7,710,363	-	-	80,988	1,162	453,105	8,245,618
Fundraising	-	-	-	804,148	-	-	804,148
Total expenses	140,020,492	-	7,548,709	1,804,067	2,662	1,077,253	150,453,183
CHANGE IN NET ASSETS	13,887,001	(294,590)	15,792,853	1,218,267	1,972	2,745,645	33,351,148
NET ASSETS							
Beginning of year	74,062,994	841,977	127,446,562	14,962,792	500,283	8,381,229	226,195,837
Other pension and postretirement adjustments	(5,888,017)	-	-	-	-	-	(5,888,017)
End of year	$ 82,061,978	$ 547,387	$ 143,239,415	$ 16,181,059	$ 502,255	$ 11,126,874	$ 253,658,968

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2015

	General Fund	Strike and Defense Fund	Hoffa Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils and local unions	$ 151,853,416	$ 21,544,055	$ -	$ -	$ -	$ 173,397,471
Investment income	1,078,994	6,470,652	772,856	-	273,958	8,596,460
Other revenue and reimbursements	3,896,493	33,500	3,664,864	4,634	3,609,423	11,208,914
Net cash received	156,828,903	28,048,207	4,437,720	4,634	3,883,381	193,202,845
Cash disbursed to						
Service providers, suppliers, vendors and others	(137,285,248)	(8,058,416)	(2,090,969)	(2,662)	(1,045,693)	(148,482,988)
Other labor organizations	(3,080,276)	-	-	-	-	(3,080,276)
Affiliated conferences, joint councils and local unions	(7,711,414)	-	-	-	-	(7,711,414)
Members for benefits under Strike Benefit Assistance Program	-	(749,232)	-	-	-	(749,232)
Net cash disbursed	(148,076,938)	(8,807,648)	(2,090,969)	(2,662)	(1,045,693)	(160,023,910)
Net cash provided by (used for) operating activities	8,751,965	19,240,559	2,346,751	1,972	2,837,688	33,178,935
CASH FLOWS PROVIDED BY (USED FOR) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	106,564	5,319,576	1,411	-	5,560,325	10,987,876
Purchase of investments	(1,070,736)	(27,282,220)	(2,422,831)	-	(5,832,912)	(36,608,699)
Purchase of fixed assets	(699,932)	-	-	-	-	(699,932)
Disposal of fixed assets	194,715	-	-	-	-	194,715
Payment of loans by affiliates	561,100	-	-	-	-	561,100
Net cash provided by (used for) investing activities	(908,289)	(21,962,644)	(2,421,420)	-	(272,587)	(25,564,940)
CASH FLOWS USED FOR FINANCING ACTIVITIES						
Loan repayments	(4,623,714)	-	-	-	-	(4,623,714)
Net cash used for financing activities	(4,623,714)	-	-	-	-	(4,623,714)
NET INCREASE (DECREASE) IN CASH	3,219,962	(2,722,085)	(74,669)	1,972	2,565,101	2,990,281
CASH AND CASH EQUIVALENTS						
Beginning of year	40,615,013	4,607,888	779,608	500,283	1,429,064	47,931,856
End of year	$ 43,834,975	$ 1,885,803	$ 704,939	$ 502,255	$ 3,994,165	$ 50,922,137
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY (USED FOR) OPERATING ACTIVITIES						
Change in net assets	$ 7,704,394	$ 15,792,853	$ 1,218,267	$ 1,972	$ 2,745,645	$ 27,463,131
Net (appreciation) depreciation of investments	1,110,912	4,389,049	612,925	-	146,922	6,259,808
WIP adjustment to expense	(303,773)	-	-	-	-	(303,773)
Depreciation expense	2,260,361	-	-	-	-	2,260,361
(Increase) decrease in assets						
Receivables	2,166,142	33,449	16,547	-	(103,423)	2,112,715
Inventories	(43,831)	-	-	-	-	(43,831)
Prepaid expenses	28,551	-	15,342	-	-	43,893
Security deposits and other	(130,392)	-	-	-	-	(130,392)
Due to/from related entities	(222,666)	235,895	(4,500)	-	46,625	55,354
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	327,101	(1,210,687)	404,920	-	1,919	(476,747)
Unexpended scholarship awards	-	-	83,250	-	-	83,250
Accrued pension cost	(4,071,742)	-	-	-	-	(4,071,742)
Accrued postretirement benefits cost	(73,092)	-	-	-	-	(73,092)
NET CASH PROVIDED BY (USED FOR) OPERATING ACTIVITIES	$ 8,751,965	$ 19,240,559	$ 2,346,751	$ 1,972	$ 2,837,688	$ 33,178,935

See accompanying notes to consolidated financial statements.

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Consolidation and Fund Accounting - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

Strike and Defense Fund - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and support members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division, and the Graphic Communications Conference are governed by the applicable merger agreements.

Hoffa Scholarship Fund - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

Teamster Disaster Relief Fund - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident, or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

Supplemental Benefits Trust - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003, to serve as a vehicle for the coordination of several credit cards, insurance, and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

Cash and Cash Equivalents - Cash and cash equivalents consist of amounts held in demand deposit accounts, money market accounts, and funds.

Inventory - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

Investments - Investments are reported at their aggregate fair value. The fair value of investments is determined by quoted market prices as reported by the investment custodian.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

Use of Estimates in the Preparation of Financial Statements - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial Presentation - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between unrestricted, temporarily restricted, and permanently restricted, based on the existence or absence of donor-imposed restrictions. The International Union does not have any permanently restricted net assets.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss with the exception of rental income for an office for which appropriate Federal and state income taxes are paid.

The Hoffa Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2015:

Per capita and initiation fees	$ 16,084,119
Due from Strike and Defense Fund	1,247,074
Unsecured notes receivable	315,275
Affinity programs	479,568
Other	310,367
	18,436,403
Less allowance for doubtful accounts	(22,202)
	$ 18,414,201

The amount due from the Strike and Defense Fund is recorded as a liability of the Strike and Defense Fund on the consolidated statement of financial position. They were eliminated in consolidation.

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash and cash equivalents with various financial institutions totaling approximately $40,000,000, which were not insured by the Federal Deposit Insurance Corporation as of December 31, 2015.

The International Union also maintains cash at a Canadian financial institution, which is insured up to $100,000. As of December 31, 2015, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately $4,000,000 in Canadian dollars (approximately $2,900,000 U.S. dollars).

The Supplemental Benefits Trust maintains its cash with a financial institution. As of December 31, 2015, the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled approximately $3,725,446.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2015, the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled approximately $252,256.

The Hoffa Scholarship Fund maintains cash primarily with the same financial institution. As of December 31, 2015, the Hoffa Scholarship Fund's cash in excess of FDIC insurance coverage totaled approximately $434,045.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled $391,493 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2015, is summarized below:

	Cost	Fair Value
Common stock	$ 479,343	$ 1,339,473
Corporate bonds	29,666	5,676
Mutual funds - equity	34,488,666	37,603,643
Mutual fund - fixed income	157,998,634	152,710,313
	$ 192,996,309	$ 191,659,105

Investment income for the year ended December 31, 2015 consisted of the following:

	General Fund	Strike and Defense Fund	Hoffa Scholarship Fund	Supplemental Benefits Trust	Total
Interest and dividends	$ 1,075,146	$ 6,470,703	$ 772,857	$ 273,958	$ 8,592,664
Net realized and unrealized (loss) gain on investments	(1,110,912)	(4,389,049)	(612,926)	(146,922)	(6,259,809)
Investment expenses	(69,338)	(48,252)	(22,333)	(16,984)	(156,907)
	$ (105,104)	$ 2,033,402	$ 137,598	$ 110,052	$ 2,175,948

NOTE 8. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2015			
	Total	Level 1	Level 2	Level 3
Common stock - all cap value	$ 1,339,473	$ 1,339,473	$ -	$ -
Corporate obligations	5,676	-	5,676	-
Mutual funds - equity	37,603,643	37,603,643	-	-
Mutual funds - fixed income	152,710,313	152,710,313	-	-
	$ 191,659,105	$ 191,653,429	$ 5,676	$ -

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2015, there were no transfers in or out of levels 1, 2, or 3.

NOTE 9. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for financial assistance. These loans are secured by real estate and are carried at their unpaid principal balance of $32,339. No allowance for uncollectible accounts was deemed necessary as of December 31, 2015.

NOTE 10. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2015:

Land - headquarters	$ 794,117
Headquarters building	51,930,456
Leasehold improvements	26,000
Furniture and fixtures	5,438,143
Equipment	4,132,392
Data processing equipment	2,636,475
Computer software	4,560,770
Automobiles	114,630
Work in process	110,429
	69,743,412
Less accumulated depreciation	(33,803,693)
Net property and equipment	$ 35,939,719

Depreciation expense for the year ended December 31, 2015 was $2,260,361.

NOTE 11. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the Plan) provides defined benefits to eligible officers and employees of the International Union's affiliates.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose employer continued to contribute, benefits were not frozen until December 31, 2001. Effective January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995, was terminated effective January 1, 2002, and no contributions were accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who was initially employed by an affiliate on or after January 1, 2002, was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002, was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002, shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan, but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

Prior to January 1, 2008, the International Union accounted for the Teamster Affiliates Pension Plan in accordance with "Compensation-Defined Benefit Plans." Under the provisions of the Pension Protection Act of 2006, the International Union was able to convert the Plan from a multiple employer plan to a multiemployer plan. As a result of this conversion, the International Union accounts for the Plan in accordance with "Compensation - Multiemployer Plans."

In August 2008, the Pension Benefit Guaranty Corporation (PBGC) granted the Plan multiemployer status under ERISA Section 3(37)(G)(i)(II). The PBGC's determination was, in part, based on the commitment made by the International Brotherhood of Teamsters (IBT) to maintain the Plan. The IBT has continued to make the minimum required contributions to the Plan each year as recommended by the Plan's actuary.

The International Union contributes to one multiemployer defined benefit pension plan. The risk of participating in a multiemployer defined benefit pension plan is different from a single-employer plan in the following aspects:

a. Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.

b. If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.

c. If the International Union chooses to stop participating in the multiemployer defined benefit pension plan, the International Union may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

The International Union's participation in the multiemployer defined benefit pension plan for the annual period ended December 31, 2015, is outlined in the table below. The zone status is based on information that the International Union's received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary. Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Zone Status	Extended Amortization Provisions Used?	Expiration Date of Collective Bargaining Agreement?
The Teamster Affiliates Pension Plan	52-6128127	333	Yellow as of 12/31/15	No	N/A

Legal Name of Pension Plan	Contributions to the Pension Plan 12/31/2015	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates 12/31/2015	Number of Active Participants being Contributed for 12/31/2015
The Teamster Affiliates Pension Plan	$ 9,000,000	Yes	N/A	542

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by IBT?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements.	
			No?	If yes, description
The Teamster Affiliates Pension Plan	Yes	No	No	N/A

For the Plan year beginning January 1, 2013, the Plan was certified as endangered status under the Pension Protection Act of 2006. The Board of Trustees of the Plan adopted a funding improvement plan to increase the funding percentage of the Plan which meets all of the statutory and regulatory requirements for a funding improvement plan effective as of January 1, 2013. The funding improvement plan calls for the IBT to make annual contributions to the Plan beginning January 1, 2014 and ending December 31, 2023 in the amounts recommended by the actuary and approved by the IBT's General Executive Board.

The International Union is expected to contribute $9,750,000 in 2016. Contributions to the Plan in subsequent years will be determined by the International Union in consultation with the Plan's actuary.

NOTE 12. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the Plan), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

The International Union reports in accordance with Financial Accounting Standards Board "Compensation-Defined Benefit Plans" requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

The following are the balances as of or for the year ended December 31, 2015 as provided by the Plan's actuary:

	2015
Projected benefit obligation	$(148,861,526)
Fair value of plan assets	132,325,205
Funded status	$ (16,536,321)
Accumulated benefit obligation	$(122,779,442)
Amounts recognized in the statement of financial position:	
Noncurrent assets	$ -
Current liabilities	-
Noncurrent liabilities	(16,536,321)
Amounts in net assets not recognized as components of net periodic benefit cost:	
Accumulated net gain or (loss) and prior service (cost) credit	(43,254,929)
Weighted-average assumptions:	
Discount rate	4.50%
Expected return on plan assets	7.00%
Rate of compensation increase	3.75%
Employer contributions	$ 16,000,000
Benefits paid	$ 8,859,299
Net periodic pension cost	$ 5,929,784

The change in accrued pension cost consists of the following:

	2015
Net periodic pension cost	$ 5,929,784
Less: Employer remittances	(16,000,000)
	(10,070,216)
Increase (decrease) in unrecognized accumulated net gain or loss	5,998,474
	$ (4,071,742)

In 2015 the International Union has recorded a loss of $5,998,474 to its net assets for the additional change in accrued pension payable beyond the current-year pension expense.

In computing net periodic pension costs as of January 1, 2015, to be recognized for the year ended December 31, 2015, the consulting actuary used the following assumptions:

Discount rate	4.00%
Average rate of compensation increase	3.25%
Expected return on Plan assets	7.00%

The information on benefit cost for the year 2015, as determined by the consulting actuary, is as follows:

Employer contributions	$ (16,000,000)
Plan participants' contributions	-
Benefits paid	8,859,299

The funded status of the Plan as of December 31, 2015, as determined by the consulting actuary, is as follows:

Projected benefit obligation	$(148,861,526)
Fair value of plan assets	132,325,205
Funded status	$ (16,536,321)
Accumulated benefit obligation	$(122,779,442)

The International Union's expected contribution to the Plan for the year ended December 31, 2016 is $16,000,000. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2016	$ 13,941,727
2017	12,745,026
2018	12,106,858
2019	12,117,029
2020	12,246,229
Aggregate for five years beginning 2021	60,622,116

The Plan's expected long-term rate of return on assets assumption is 7.00%. As defined in Financial Accounting Standards Board "Compensation-Defined Benefit Plans," this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 7.00%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondly by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

The Plan's goal is to maintain the following allocation ranges for investments:

Fixed income	75% - 85%
Risk parity	10% - 20%
Equity	0% - 20%

The major classes of plan investments at December 31, 2015 are:

	Fair Value
Collective trust fund	$ 25,526,823
Limited partnership - fixed income	5,319,787
Mutual fund - fixed income	95,571,367
Money market mutual fund	26,465
	$126,444,442

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2015			
	Total	Level 1	Level 2	Level 3
Mutual funds - fixed income	$ 95,571,367	$ 95,571,367	$ -	$ -
Collective trust funds	25,526,823	-	25,526,823	-
Limited partnership - fixed income	5,319,787	-	-	5,319,787
Money market mutual funds	26,465	26,465	-	-
	$ 126,444,442	$ 95,597,832	$ 25,526,823	$ 5,319,787

	Level 3 Fair Value Measurements
	Limited partnership - fixed income
Beginning balance	$ 5,444,122
Sales	(120,314)
Unrealized losses	(4,021)
Ending Balance	$ 5,319,787

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2015, there were no transfers between levels 1, 2, or 3.

The unfunded commitments and redemption information and redemption period are as follows at December 31, 2015:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
NT Coll Russell 3000 Index Fund (a)	$ 7,080,620	$ -	Daily	N/A
Invesco - Balanced Risk Allocation Trust (b)	18,446,203	-	Daily	N/A
Limited partnership:				
Crescent Capital High Yield Fund LP (c)	5,319,787	-	Monthly	30 days

(a) The primary objective of the NT Coll Russell 3000 Index Fund, a collective fund for qualified plans, is to approximate the risk and return characterized by the Russell 3000 Index. This Index is commonly used to represent the broad U.S. equity market. This fund may hold units of the NT Collective Russell 2000 Index Fund - Non Lending and the NT Collective Russell 1000 Index Fund - Non Lending. This Fund does not participate in securities lending.

(b) The primary objective of this Trust is to outperform the Barclays Capital U.S. Treasury Bellwethers 3-Month Index by 6.00% over a rolling three- to five-year investment horizon. The Trust will strive to achieve this objective with a proprietary risk premium capture strategy that targets 8.00% portfolio risk and seeks to minimize the risk of large drawdowns with a risk-balanced investment process. Portfolio risk defined as the annualized standard deviation of Trust returns.

(c) The primary objective of the Crescent Capital High Yield Fund LP is to invest on a specialized investment platform, focused on below investment grade debt and actively investing across the capital structure of corporate obligors, both through public capital markets (high yield bonds and bank loans) and private markets (private debt, distressed, and mezzanine). Crescent has no other sources of revenue other than from investing. Their products are primarily marketed to domestic, institutional investors.

The Crescent Capital High Yield Fund LP is measured at fair value, without adjustment by the Plan, based on the net asset value (NAV) or NAV equivalent, as of December 31, 2015.

Note 13. Teamsters National 401(k) Savings Plan

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

Note 14. Related Entities

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, Teamster Disaster Relief Fund, and James R. Hoffa Memorial Scholarship Fund, Inc., which are included in the consolidated financial statements, and amounts due to the International Union at December 31, 2015, are as follows:

Strike and Defense Fund	$ 279,510
Teamster Affiliates Pension Plan	4,192
Retirement and Family Protection Plan	60
Voluntary Employee Benefits Trust	381,000
Supplemental Benefits Trust	228,000
Hoffa Scholarship Fund	(4,500)
Total	$ 888,262

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund, Teamster Disaster Relief Fund, and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

The Supplemental Benefits Trust (the Trust) shares common Trustees with the IBT Voluntary Employee Benefits Trust (VEBA). During the year ended December 31, 2015, the VEBA applied for a line of credit with United Bank. The Trustees of the Trust approved to guarantee the repayment of up to fifty percent of any amount borrowed by the VEBA under this line of credit.

Note 15. Postretirement Benefits

The International Union provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In accordance with applicable accounting standards, the International Union has recognized a liability of $721,304 which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in net periodic benefit cost and other comprehensive income for the year ended December 31, 2015, totaled $(68,536).

Note 16. Accrued Leave

In compliance with "Compensated Absences," the International Union has established a liability of $3,143,050 representing accumulated future absences of its employees through the year ended December 31, 2015, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

Note 17. Commitments and Contingencies

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employers intent on pressuring the International Union with respect to its conduct as a bargaining representative, pursuing better wages, hours, and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

Note 18. Affinity Program

The International Union entered into an agreement with Capital One Financial (COF), formerly HSBC Finance Corporation (HSBC), under which royalty payments are received. The International Union assigned any and all rights and interests it may have related to these royalties to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust. On August 9, 2011, COF announced the acquisition of HSBC's U.S. credit card portfolio. Accordingly, COF is legally obligated to assume all of the obligations and responsibilities of HSBC under its agreement with the International Union. This agreement provides COF the right to use certain intangible property belonging to the International Union, including the International Union's name, logo, trademarks, and membership lists, in exchange for specified royalty payments to be paid to the International Union. COF will be entitled to use this intangible property in connection with its efforts to market credit card and certain other financial products to members of the International Union.

Under this agreement, COF has agreed to pay the International Union certain royalties commencing as of September 1, 2007, in part to ensure that the International Union will continue to maintain its credit card and loan program with COF, at least until the agreement's scheduled expiration date of February 28, 2019. This agreement will renew automatically for successive periods of one year each unless the International Union or COF notifies the other party of its intent not to renew the agreement at least twelve months prior to February 28, 2019.

This agreement ensures that COF will make minimum royalty payments to IBT of no less than $2.5 million per program year for each program year before March 1, 2014. Beginning March 1, 2014, COF will make minimum royalty payments of $3.5 million per program year.

The International Union has entered into an agreement with Metropolitan Property and Casualty Insurance Company (MetLife) effective September 1, 2013. This agreement provides MetLife the exclusive right to market and sell home and auto insurance coverage to International Union members. In exchange, MetLife will pay an annual marketing fee of $25,000 in each calendar year of the initial term of the agreement and 3% of the premiums received and accepted by MetLife on insurance policies issued pursuant to this agreement. The initial term of this agreement is five years. The agreement will continue for successive annual terms until terminated by either the International Union or MetLife upon 180 days prior written notice to the other.

The International Union assigned any and all rights and interests it may have related to the above agreements to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

NOTE 19. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31,	
2016	$ 1,084,532
2017	424,042
2018	366,546
2019	439,039
2020	13,260
Total	$ 2,327,419

Rental payments totaled $1,272,179 for the year ended December 31, 2015.

NOTE 20. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2013, resulted from contributions from local union members, local unions, and other affiliates for member-to-member communications through a newly created Field Action Fund run by the International Union. At December 31, 2015, temporarily restricted net assets consisted of $547,387 for these activities.

NOTE 21. LOAN PAYABLE

During the year ended December 31, 2015, the International Union renewed its loan agreement (line of credit) and promissory note with Wells Fargo Bank to borrow amounts up to $10,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by August 31, 2016. As of December 31, 2015, the outstanding principal balance was paid off; however, the loan remains open for the International Union's working capital needs.

Interest expense totaled $20,464 for the year ended December 31, 2015.

NOTE 22. RISKS AND UNCERTAINTIES

The International Union holds diversified investments which are exposed to various risks including economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these financial statements.

NOTE 23. SUBSEQUENT EVENTS

The International Union has evaluated subsequent events through May 31, 2016, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

NOTICE OF ELECTION

The election of International officers is being conducted by mail ballot by the Election Supervisor for the International Brotherhood of Teamsters ("IBT"). The ballot count will begin after 10:00 a.m. EST on November 14, 2016 at the IBT International Election Count Site in Alexandria, Virginia.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through October, 2016. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on November 10, 2016. Members whose dues are withheld by their employer under a check off provision in their collective bargaining agreement will not be declared ineligible to vote due to the employer's failure to make timely payment of those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article V of the *Rules for the 2015-2016 IBT International Union Delegate and Officer Election.* The Election Supervisor must receive your ballot by 9:00 a.m. EST on November 14, 2016. Only ballots received by this date and time will be counted.

VOTE FOR NO MORE THAN: one (1) General President one (1) General Secretary-Treasurer seven (7) At-Large Vice Presidents three (3) International Trustees four (4) Central Regional Vice Presidents or three (3) Eastern Regional Vice Presidents or two (2) Southern Regional Vice Presidents.	**TO VOTE,** fill in completely the oval ● to the left of the candidate of your choice. USE EITHER A BLACK OR BLUE PEN OR MARKER.

You may vote for any of the candidates individually. Do not vote for more than the number of positions to be filled for each office.

You may vote for a slate of candidates by filling in the oval to the left of a slate name. A slate vote counts as a vote for each of the individual candidates on that slate

If you vote for a full slate of candidates, only your slate vote will be counted. A vote for any individual candidate not on the slate will not be counted. A vote for a slate overrides a vote for an individual candidate.

IF YOU MAKE A MISTAKE, DO NOT CROSS OUT. You may request a new ballot from the IBT Election Supervisor by calling 1-844-428-8683.

DO NOT GIVE YOUR BALLOT TO ANYONE TO MARK OR MAIL ON YOUR BEHALF. No person or entity shall limit or interfere with the right of each IBT member to determine independently how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Supervisor shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, recommending appropriate disciplinary proceedings against members involved, referring the matter to the Government for appropriate action under law (including the Final Order and Agreement) and, when appropriate, disqualifying the candidate on whose behalf ballots were solicited.

If you have any questions about this election process, if you have recently moved, if you need a replacement ballot or if you need any ballot materials, request assistance immediately by calling 1-844-428-8683.

AVISO DE ELECCIÓN

La elección de Oficiales Internacionales se llevará a cabo mediante votación por correo y está a cargo del Supervisor de Elecciones de la IBT. El escrutinio de los votos comenzará después de las 10:00 a.m. (hora de verano del este o «EST» por sus siglas en inglés) del 14 de noviembre del 2016 en el sitio de conteo electoral en Alexandria, Virginia.

PARA SER ELEGIBLE PARA VOTAR, un miembro debe estar al día en el pago de sus cuotas hasta octubre del 2016. Los miembros pueden hacerse elegibles al pagar sus cuotas atrasadas o gastos de admisión en la oficina de su sindicato local a más tardar hasta el 10 de noviembre del 2016. Aquellos miembros cuyas cuotas son retenidas por su empleador bajo una cláusula del acuerdo colectivo, no serán declarados inelegibles para votar debido a la inhabilidad de los empleadores en hacer los pagos a tiempo al sindicato local. Para obtener toda la información acerca de las reglas que rigen la elegibilidad de los votantes, por favor vea el Articulo V de las *Reglas para la Elección de Delegados y Oficiales Internacionales 2015-2016 de la IBT.* El Supervisor de Elecciones debe recibir su papeleta de voto a más tardar a las 9:00 a.m. (EST) del 14 de noviembre del 2016. Solamente se contarán aquellas papeletas de voto que se hayan recibido hasta la hora y la fecha fijadas.

VOTE SOLAMENTE POR:	un (1) Presidente General un (1) Secretario-Tesorero General siete (7) Vice-Presidentes En Pleno cuatro (4) Vice-Presidentes Regional – Central o tres (3) Vice-Presidentes Regional – Este o dos (2) Vice-Presidentes Regional – Sur y tres (3) Administradores Internacionales.	**PARA VOTAR,** Llene completamente el óvalo ● que está a Ia izquierda del nombre del candidato de su preferencia. SOLO UTILICE LAPICERO AZUL O NEGRO.

Usted puede votar por cualquiera de los candidatos de forma individual. No vote por más que el número de puestos a cubrir por cada oficina.

Usted puede votar por una lista de candidatos al llenar el ovalo a la izquierda del nombre de la lista de candidatos. Si usted marca su balota de esta manera, usted habrá votado por todos los candidatos individuales de esa lista.

Si usted vota por una lista completa de candidatos, solo su voto por la lista de candidatos será contado; usted no podrá votar por otros candidatos individuales u otra lista de candidatos.

Si usted vota por una lista de candidatos que contiene menos de la cantidad total de candidatos para ser elegida, su voto por lista de candidatos será contado y usted podrá votar por cualquiera de los candidatos individuales, estén o no estén en su lista de candidatos iniciales, siempre y cuando el número total de candidatos seleccionados no exceda el número total de candidatos a ser elegidos a esa oficina.

Un voto por una lista de candidatos tiene prioridad sobre un voto por un candidato individual. Usted puede votar por candidatos individuales, estén o no en las listas de candidatos, siempre y cuando el número total de votos por candidatos de cualquier oficina no exceda el número total a ser elegidos en esa oficina.

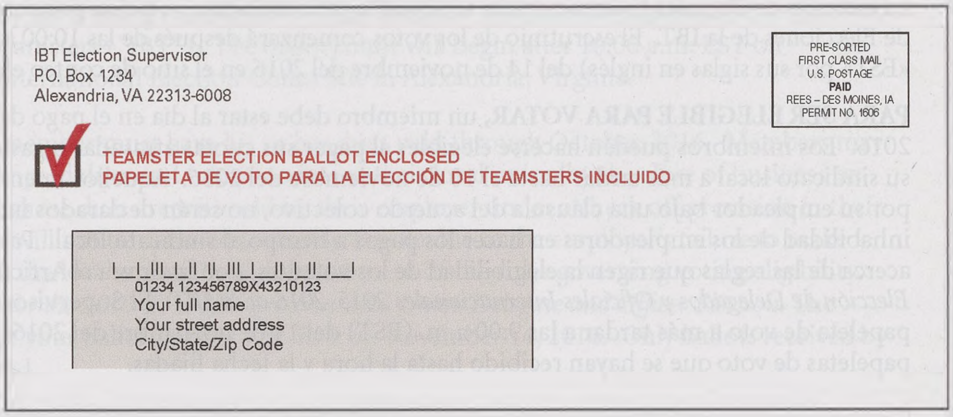
SI USTED COMETE UN ERROR, NO LO TACHE. Más bien, pida una nueva papeleta do votación al Supervisor de Elecciones de la IBT llamando al 1-844-429-8683.

NO DE SU PAPELETA DE VOTO A NADIE PARA QUE SE LO MARQUE O ENVIE POR CORREO. Ninguna persona o entidad puede limitar o interferir con el derecho que tiene cada miembro del IBT de decidir en forma independiente sobre su voto y enviarlo por correo personalmente. El Supervisor de Elecciones no dudará en imponer las sanciones más severas a cualquier miembro del Sindicato, oficial, representante de empresa, administrador o a cualquier otra persona por violar la prohibición de solicitar la papeleta de voto de un miembro. Estas sanciones incluyen hacer recomendaciones judiciales contra los miembros involucrados, refiriendo el asunto al gobierno para una acción apropiada bajo la ley (incluyendo la Orden final y el Acuerdo) y en caso de juzgarse apropiado, descalificar al candidato a cuyo nombre se solicitaron las papeletas de voto.

Si usted tiene alguna pregunta sobre el proceso de elección, si usted ha cambiado de dirección, si usted necesita reemplazar su papeleta de voto o si usted necesita cualquier material de voto, pida ayuda inmediatamente llamando al: 1-844-429-8683.

MAKE SURE YOUR VOTE IS COUNTED – HERE'S HOW

1. Around October 8, you should receive a ballot package that looks like this:



IBT Election Supervisor
P.O. Box 1234
Alexandria, VA 22313-6008

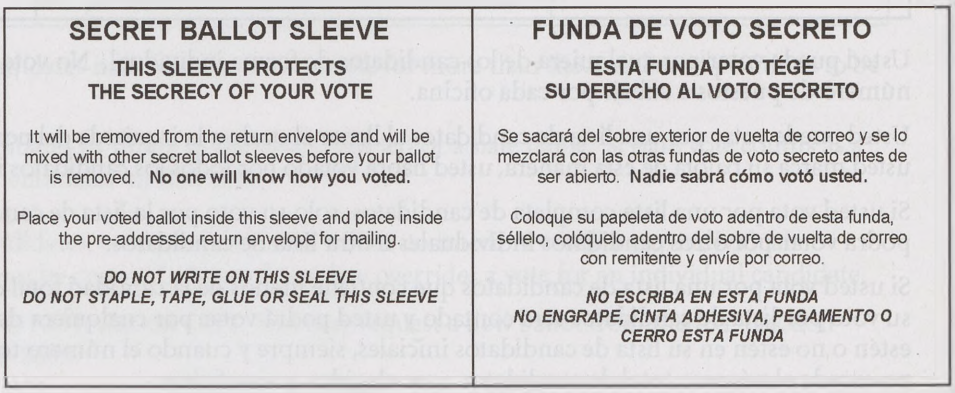
PRE-SORTED
FIRST CLASS MAIL
U.S. POSTAGE
PAID
REES – DES MOINES, IA
PERMIT NO. 1606

☑ TEAMSTER ELECTION BALLOT ENCLOSED
PAPELETA DE VOTO PARA LA ELECCIÓN DE TEAMSTERS INCLUIDO

01234 123456789X43210123
Your full name
Your street address
City/State/Zip Code

2. When you receive your ballot package, open the package and **read the instructions before filling out your ballot**. If you prefer to read the instructions in Spanish (for U.S. members) or in French (for Canadian members), look on the reverse side of your ballot.

3. When you have finished marking your ballot, place it in the security sleeve that is included in the package:



SECRET BALLOT SLEEVE

THIS SLEEVE PROTECTS THE SECRECY OF YOUR VOTE

It will be removed from the return envelope and will be mixed with other secret ballot sleeves before your ballot is removed. **No one will know how you voted.**

Place your voted ballot inside this sleeve and place inside the pre-addressed return envelope for mailing.

DO NOT WRITE ON THIS SLEEVE
DO NOT STAPLE, TAPE, GLUE OR SEAL THIS SLEEVE

FUNDA DE VOTO SECRETO

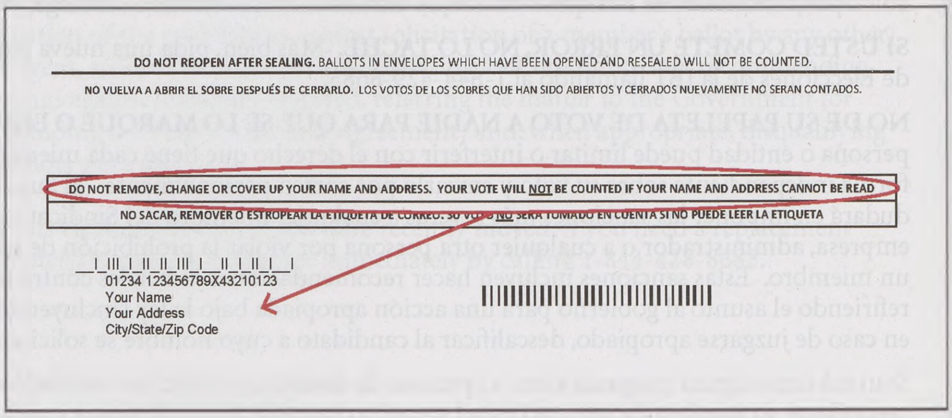
ESTA FUNDA PROTÉGÉ SU DERECHO AL VOTO SECRETO

Se sacará del sobre exterior de vuelta de correo y se lo mezclará con las otras fundas de voto secreto antes de ser abierto. **Nadie sabrá cómo votó usted.**

Coloque su papeleta de voto adentro de esta funda, séllelo, colóquelo adentro del sobre de vuelta de correo con remitente y envíe por correo.

NO ESCRIBA EN ESTA FUNDA
NO ENGRAPE, CINTA ADHESIVA, PEGAMENTO O CERRO ESTA FUNDA

4. Place the sleeve in the included Business Reply Envelope:



DO NOT REOPEN AFTER SEALING. BALLOTS IN ENVELOPES WHICH HAVE BEEN OPENED AND RESEALED WILL NOT BE COUNTED.

NO VUELVA A ABRIR EL SOBRE DESPUÉS DE CERRARLO. LOS VOTOS DE LOS SOBRES QUE HAN SIDO ABIERTOS Y CERRADOS NUEVAMENTE NO SERAN CONTADOS.

DO NOT REMOVE, CHANGE OR COVER UP YOUR NAME AND ADDRESS. YOUR VOTE WILL NOT BE COUNTED IF YOUR NAME AND ADDRESS CANNOT BE READ

NO SACAR, REMOVER O ESTROPEAR LA ETIQUETA DE CORREO. SU VOTO NO SERÁ TOMADO EN CUENTA SI NO PUEDE LEER LA ETIQUETA

01234 123456789X43210123
Your Name
Your Address
City/State/Zip Code

Here is the process we use to count your vote AND guarantee your vote is secret:

STEP 1:

- **Ballot packages received from the members of your local are brought out together** and are processed in one batch. Using the information printed on the envelope, **each voting member's eligibility to vote is checked**; then
- Immediately after your eligibility is confirmed, **each envelope is placed with the envelopes of the other members of your local who are also eligible voters**; then
- The **ballot envelopes of eligible members are slit open** and moved to work tables so that the contents can be removed.
- The envelopes of all members of your local whose eligibility to vote is challenged are set aside. Challenges are only resolved if the margin of victory in any contest is less than the number of challenged ballots.

STEP 2:

- Our ballot count staff is trained to sort through the envelopes and place them with each envelope is facing up and **the back side of the envelope, where your identifying information is printed, facing down**; then
- Keeping the envelopes in this orientation, **the security sleeves are removed from the envelopes**; then
- When all sleeves are removed, the **envelopes with your name and address are removed from the table** and stored in boxes; then
- **Only after ALL envelopes with identifying markings are removed from the tables and stored can any of the ballots be removed from their security sleeves**; then
- **All of the ballots cast by eligible members of your local union are removed from the security sleeves**, unfolded and stacked. The empty security sleeves are packed away.

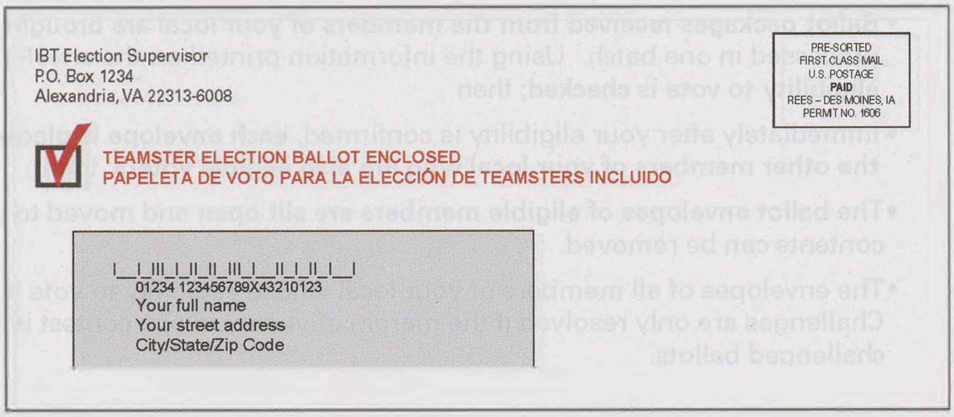
STEP 3:

- The stack of unfolded ballots from your local are taken to high speed, electronic vote tabulating machines and counted by computer scanner.
- **Votes for each candidate are recorded and totaled by the machine** and a report is made listing each candidate's name and the number of votes received from members of your local.

That's it. **The votes from eligible members are counted but no one knows the candidates selected by any individual member.** A report is given to each campaign and the ballot mail from the next local begins the process. When every local union's ballots have been counted, we announce the winners.

ASEGÚRESE DE QUE SU VOTO SE CUENTE. AQUÍ LE MOSTRAMOS CÓMO

1. Alrededor del 8 de octubre, usted debería recibir un paquete de boleta electoral que tenga este aspecto:



IBT Election Supervisor
P.O. Box 1234
Alexandria, VA 22313-6008

PRE-SORTED
FIRST CLASS MAIL
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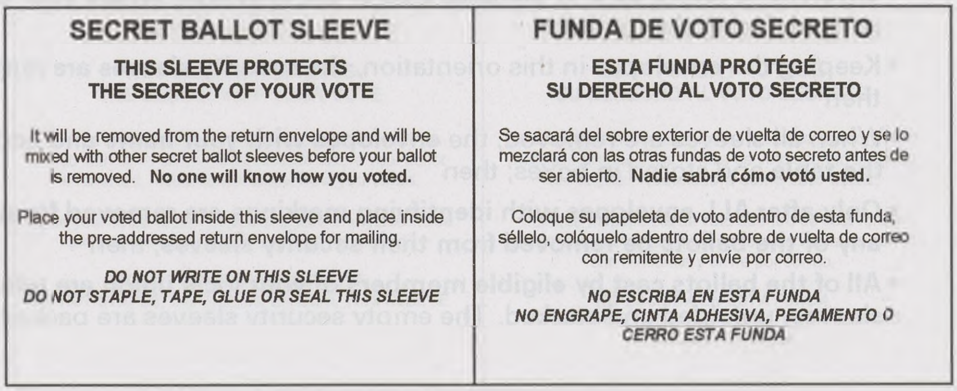
REES – DES MOINES, IA
PERMIT NO. 1606

TEAMSTER ELECTION BALLOT ENCLOSED
PAPELETA DE VOTO PARA LA ELECCIÓN DE TEAMSTERS INCLUIDO

01234 123456789X43210123
Your full name
Your street address
City/State/Zip Code

2. Cuando usted reciba su paquete de boleta electoral, abra el paquete y **lea las instrucciones antes de completar su boleta**. Si prefiere leer las instrucciones en español (para miembros de los Estados Unidos) o en francés (para miembros de Canadá), mire en el reverso de su boleta electoral.

3. Cuando haya finalizado de marcar su boleta electoral, colóquela en la funda de seguridad que se incluye en el paquete:



SECRET BALLOT SLEEVE

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It will be removed from the return envelope and will be mixed with other secret ballot sleeves before your ballot is removed. **No one will know how you voted.**

Place your voted ballot inside this sleeve and place inside the pre-addressed return envelope for mailing.

DO NOT WRITE ON THIS SLEEVE
DO NOT STAPLE, TAPE, GLUE OR SEAL THIS SLEEVE

FUNDA DE VOTO SECRETO

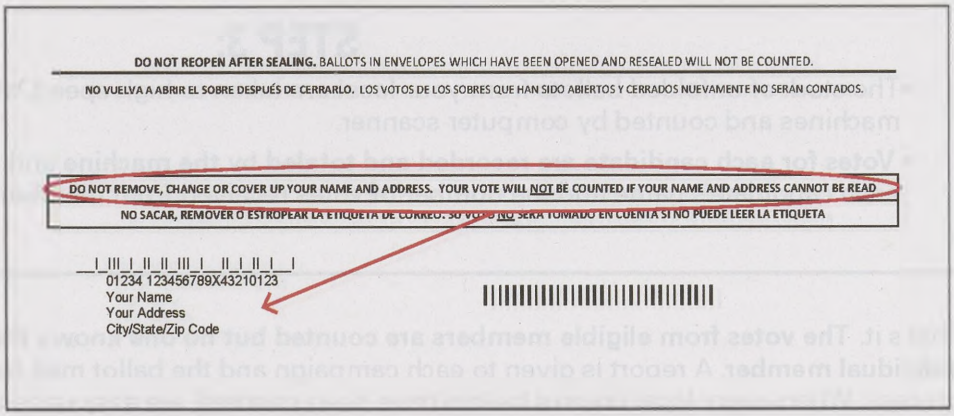
ESTA FUNDA PROTÉGÉ SU DERECHO AL VOTO SECRETO

Se sacará del sobre exterior de vuelta de correo y se lo mezclará con las otras fundas de voto secreto antes de ser abierto. **Nadie sabrá cómo votó usted.**

Coloque su papeleta de voto adentro de esta funda, séllelo, colóquelo adentro del sobre de vuelta de correo con remitente y envíe por correo.

NO ESCRIBA EN ESTA FUNDA
NO ENGRAPE, CINTA ADHESIVA, PEGAMENTO O CERRO ESTA FUNDA

4. Coloque la funda en el Sobre con Franqueo Pagado que se incluye:



DO NOT REOPEN AFTER SEALING. BALLOTS IN ENVELOPES WHICH HAVE BEEN OPENED AND RESEALED WILL NOT BE COUNTED.

NO VUELVA A ABRIR EL SOBRE DESPUÉS DE CERRARLO. LOS VOTOS DE LOS SOBRES QUE HAN SIDO ABIERTOS Y CERRADOS NUEVAMENTE NO SERAN CONTADOS.

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NO SACAR, REMOVER O ESTROPEAR LA ETIQUETA DE CORREO. SU VOTO NO SERA TOMADO EN CUENTA SI NO PUEDE LEER LA ETIQUETA

01234 123456789X43210123
Your Name
Your Address
City/State/Zip Code

5. Selle el sobre y deposítelo en el correo. NO se necesita estampilla, el franqueo está prepagado.

Éste es el proceso que utilizamos para contar su voto Y garantizarle que su voto es secreto:

PASO 1:

- **Los paquetes de boleta electoral recibidos por parte de los miembros de su local se reúnen** y se procesan en un lote. Al utilizar la información impresa en el sobre, **se verifica la elegibilidad para votar de cada miembro votante.**
- Inmediatamente después de que se confirma su elegibilidad, **cada sobre se coloca con los sobres de los otros miembros de su local quienes también son votantes elegibles.**
- Los **sobres de las boletas electorales de los miembros elegibles se abren** y se colocan en mesas de trabajo para que se extraigan los contenidos.
- Los sobres de todos los miembros de su local cuya elegibilidad para votar es deficiente se separan. Las impugnaciones sólo se resuelven si el margen de la victoria en cualquier elección es menor que el número de boletas electorales impugnadas.

PASO 2:

- Nuestro personal a cargo de contar las boletas electorales está capacitado para revisar los sobres y colocarlos de modo que cada sobre esté mirando hacia arriba y **el dorso del sobre, en donde está impresa su información de identificación, esté mirando hacia abajo.**
- Conservando los sobres en esta orientación, **las fundas de seguridad se extraen de los sobres.**
- Cuando todas las fundas se hayan extraído, los **sobres con su nombre y dirección se sacan de la mesa** y se guardan en cajas.
- **Sólo después de que TODOS los sobres con las marcas de identificación se sacan de las mesas y se guardan, se pueden sacar las boletas electorales de sus fundas de seguridad.**
- **Se extraen de las fundas de seguridad todas las boletas electorales emitidas por los miembros elegibles de su sindicato local**, se despliegan y se apilan. Las fundas de seguridad vacías se embalan.

PASO 3:

- La pila de boletas electorales desplegadas de su local se lleva a las máquinas tabuladoras de voto electrónico a alta velocidad y se contabiliza por medio de un escaner computarizado.
- **La máquina registra y totaliza los votos para cada candidato** y se realiza un informe enumerando el nombre de cada candidato y el número de votos recibidos por parte de los miembros de su local.

Eso es todo. **Se cuentan los votos de los miembros elegibles pero nadie sabe los candidatos seleccionados por ningún miembro individual.** Se proporciona un informe para cada campaña y el correo de boletas electorales del local siguiente comienza el proceso. Una vez que han sido contadas todas las boletas electorales del sindicato local, anunciamos a los ganadores.

GENERAL PRESIDENT CANDIDATES FORUM

The General President Candidates Forum was held on August 25, 2016 at the National Press Club in Washington, D.C. If you were not able to watch the internet livestream of the Forum, you can now watch the video recording, download it, and share it with others. A transcript is also available to download, copy, and read.

PARTICIPATION

Jim Hoffa and Fred Zuckerman were nominated for the ballot at the IBT's 29th International Convention as candidates for the office of General President. The *2016 Election Rules* allow a General President candidate who belongs to a slate that includes a candidate nominated for the office of General Secretary-Treasurer to designate the candidate nominated for General Secretary-Treasurer as the candidate's representative at the forum. *2016 Election Rules,* Article VII, § 6(d). Mr. Hoffa and Mr. Zuckerman each belong to a slate that includes a General Secretary-Treasurer candidate.

Mr. Hoffa designated Ken Hall, the candidate on his slate competing for the General Secretary-Treasurer's office, as his substitute at the Candidates Forum. Required participants in the forum were Mr. Zuckerman and Mr. Hall (as the designated substitute for Mr. Hoffa).

WATCH THE FORUM

The forum was recorded. Here's how you can see it:

⇨ **Watch it on the internet**. Go to www.ibtvote.org to watch the whole Candidates Forum, or question and answer segments. This is the fastest way for you to get the forum. Watching it on the web is anonymous. OES does not collect any information identifying viewers or visitors to the site. The video is also available on the Election Supervisor's vimeo page, **https://vimeo.com/oesibt**.

⇨ **C-SPAN**. Because the Forum was carried live by C-SPAN, it is available on the network's website. Go to **https://www.c-span.org/video/?414344-1/teamsters-union-candidates-face-debate** to watch the C-SPAN presentation.

⇨ **Get your own copy of the recording**. Contact the Office of the Election Supervisor if you want your own DVD to watch, or a transcript to read. OES will not provide the IBT, the candidates, or anyone else the name of any member that requests a DVD or a transcript.

⇨ **Get it from your Local Union**. Copies of the DVD will be available at every Local Union for members to borrow. Watch it yourself, or get together with other members and watch it as a group. Local Union officers are not to be told the name of any member that borrows the DVD to watch.

GO TO WWW.IBTVOTE.ORG TO WATCH THE GENERAL PRESIDENT CANDIDATES FORUM

IBT INTERNATIONAL OFFICER ELECTION – CANDIDATES PAGES

IT'S TIME FOR THE MEMBERS TO VOTE – Every member of the IBT gets to vote for the International officers nominated to the ballot by your delegates to the 29th IBT Convention. We plan to mail ballots on October 6, 2016, so members should receive ballots at home starting in the week of October 10, 2016. **Open your own ballot package,** mark your own **secret ballot** for the candidates of your choice, enclose it in the secrecy sleeve, seal it in the postage-paid return envelope, and mail it back yourself so your vote can be counted. Turn to page 40 for more information on how the Office of the Election Supervisor counts the ballots.

WHAT OFFICES ARE YOU VOTING FOR? – Every member of the IBT will receive a ballot showing candidates nominated for the union-wide offices of General President; General Secretary-Treasurer; At-Large Vice-President; and International Trustee. Members in the Central, Eastern, and Southern regions will receive ballots showing candidates for vice-presidents to be elected from their separate regions.

READ ABOUT THE CANDIDATES FOR INTERNATIONAL OFFICE who want your vote. The following pages are candidate campaign literature from the International officer candidates. You may also receive mailings, telephone calls, emails, fliers, or other communications directly from them; you may see candidates or their representatives campaigning; there are websites where you can read about the candidates; candidate literature tables are maintained at local union halls.

WATCH THE CANDIDATES ANSWER QUESTIONS – By the time you receive this magazine, the Candidates Forum with candidates for General President should be completed. Go to the OES website, www.ibtvote.org to watch the complete forum. You can also click on links to particular question and answer segments and watch the forum in parts. The complete acceptance speeches the candidates delivered to the Convention on Friday morning, July 1, 2016 can also be viewed at www.ibtvote.org. If you can get to the internet, you should be able to watch the videos.

THIS MAGAZINE CONTAINS CAMPAIGN LITERATURE FROM NOMINATED CANDIDATES. Candidates on a slate have the right to pool their space and make a slate-wide presentation. The order of presentation of each slate's material in this magazine was determined by a lottery held in July 2016. In October 2016, about the time that you receive your secret ballot, you should also receive a special mailing of literature from the nominated candidates.

YOU ARE ABOUT TO READ THE CANDIDATES' OWN STATEMENTS. These materials were created by each slate of nominated candidate. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the nominated candidates.

Richard W. Mark
Election Supervisor

Jim Hoffa a

Strong Leadership Fo

Dear Fellow Teamster:

2016 is an important election year for Teamsters!

This November, Teamsters will not only elect a new President of the United States, but I will be running to be re-elected General President of the Teamsters and Ken Hall will run to be re-elected General Secretary-Treasurer.

These will be two completely different elections. The country is divided while the Teamsters are united!

HOFFA HALL
TEAMSTERS 2016

Go to www.hoffahall2016.co

Ken Hall

Teamster Families

WORKERS
THE WAR ON WORKERS
TEAMSTERS
LOCAL 804

Jim Hoffa and Ken Hall have taken the Strike Fund from zero to $158 million. And they led the charge to pass the Striker Security package to increase the benefits paid to striking Teamsters. This substantial strike fund and increased benefits give us enormous power at the bargaining table for stronger contracts because employers fear we have the resources to strike and win.

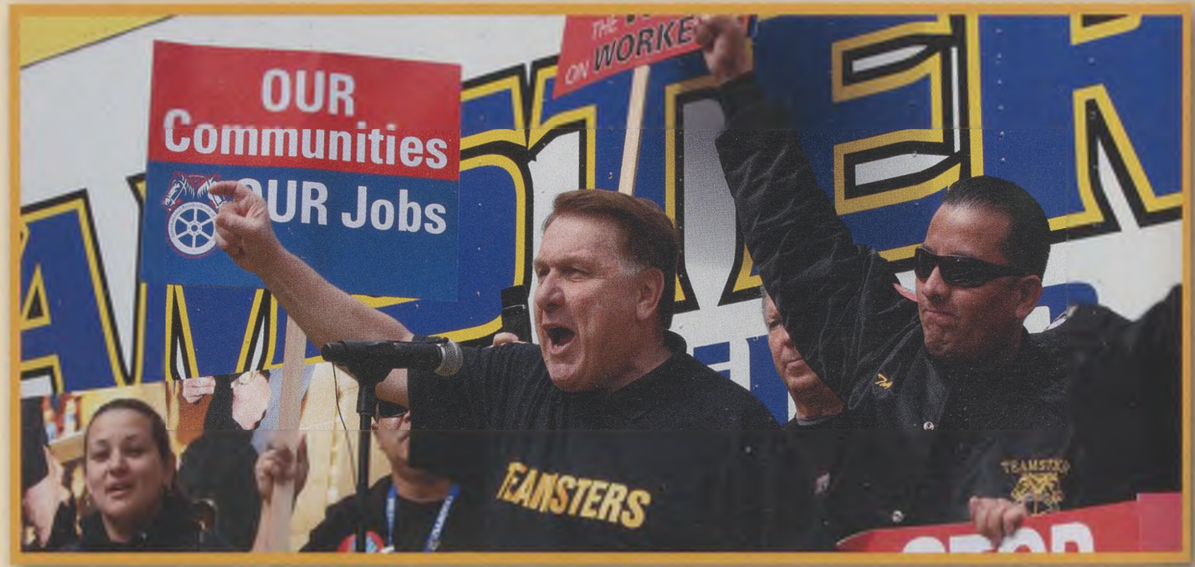
Teamsters are stronger and better off because we have stayed united while Washington is a mess because of the constant partisan political fighting.

Our strong Union has provided members with greater job security, higher pay, better health care coverage and good pensions. Making Teamsters' lives better is one of our proudest accomplishments as President and Secretary-Treasurer of the IBT.

.co sign-up and help re-elect Hoffa-Hall.

Jim Hoffa a

Strong Leadership Fo



Moving forward, our highest priorities are:

- Protecting your pension.
- Protecting your retirement benefits.
- Protecting your health care benefits.
- Fighting for strong contracts.

What has made us so strong over the years has been the support and involvement of you – the members of this great Union. Unity and teamwork have enabled us to fight and win battles on your behalf.

Of course, as in every Teamster election, a minority faction will try once again to divide and weaken our Union. The same cast of characters who have bankrupted their locals and cut their members' pensions and health care benefits are once again backing a slate of candidates to try and take over the Teamsters.

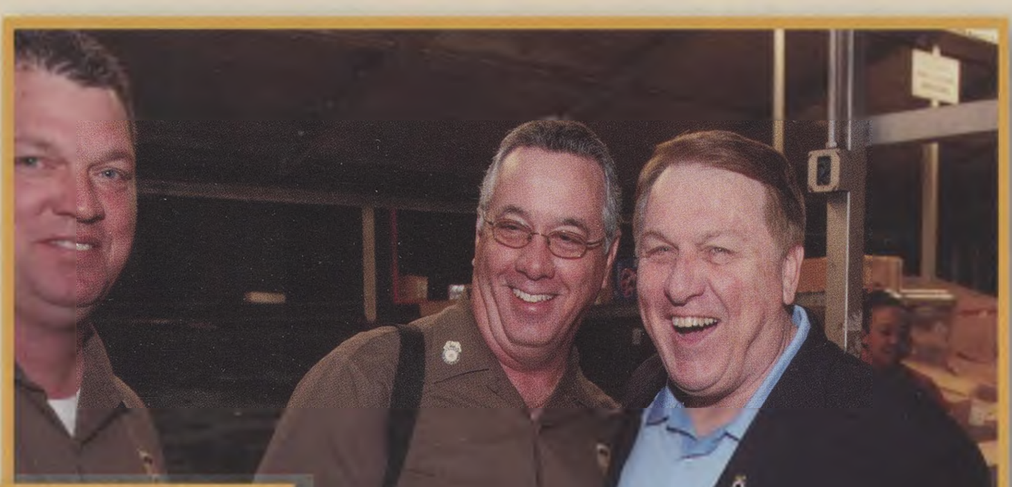
We are not going to let that happen. Just as we did in 2006 and 2011, Ken and I, along with you, will work hard to organize and win.

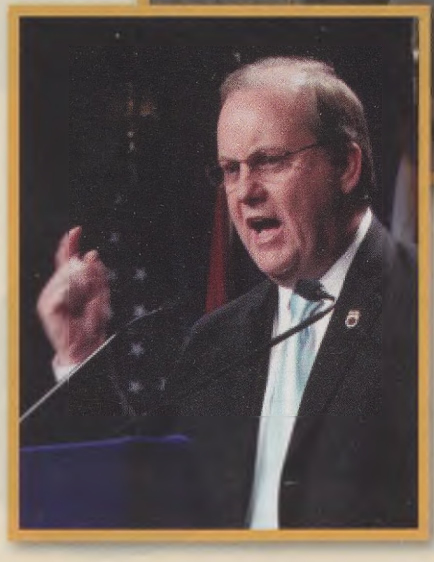
HOFFA HALL
TEAMSTERS 2016

Go to www.hoffahall2016.co

Ken Hall

eamster Families





We have put together the Hoffa-Hall 2016 slate with proven fighters from all parts of this Union and all levels of leadership. We ask for your support and pledge to you that we will never stop working on your behalf.

Fraternally,

James P. Hoffa Ken Hall

Jim Hoffa Ken Hall

sign-up and help re-elect Hoffa-Hall.

Join Your Fellow Teamsters In Supporting Hoffa-Hall 2016

RETURN THIS FORM TO GET YOUR FREE HOFFA-HALL 2016 BUMPER STICKER

☑ I want to help re-elect the Hoffa-Hall 2016 team!

- ☐ I'll hand out flyers at my workplace
- ☐ I'll make phone calls to members
- ☐ I'll visit other worksites
- ☐ I'll recruit more Teamsters for the Hoffa-Hall Campaign

You can also log onto Hoffa2016.com and fill out this form online.

Name ______________________________

Address ______________________________

City ____________ State ____ Zip ______ Local __________

Personal Phone ________________ ☐ Text–Please send me text messages–data rates may apply

Send me campaign updates to my personal email address: __________________

HOFFA HALL TEAMSTERS 2016

MAIL TO:
Hoffa-Hall 2016, P.O. Box 77238, Washington, DC 20013

HOFFA
2016 TEAMSTERS

SHOW YOUR SUPPORT FOR HOFFA HALL 2016
ORDER YOUR GEAR TODAY!

ONLINE BONUS

SHOP HOFFASTORE.COM & GET A FREE BUMPER STICKER
WITH EVERY ORDER! USE CODE FREEGIFT AT CHECKOUT.

See website for complete details.

HOFFA
TEAMSTERS 2016
HALL

SWEATSHIRT
Black cotton, crew neck sweatshirt with Hoffa Hall 2016 logo on front. M-4X
Item HH1002 - M-XL: $35 2X: $37
3X: $39 4X: $40

CHALLENGE COIN
Gold-tone metal coin with full color designs on both sides under clear epoxy dome.
Item HH0200 - $10

TRUCKER CAP
Black cap with mesh back and Hoffa 2016 logo embroidered on front.
Item HH0602 - $15

HOFFA
TEAMSTERS 2016
HALL

LAPEL PIN
Hoffa Hall 2016 logo on black pin with gold-tone trim and military clutch back. Approx. 1 1/2" x 3/4"
Item HH0200 - $7

HOFFA
TEAMSTERS 2016
HALL

T-SHIRT
Black cotton, short sleeve T with Hoffa Hall 2016 logo on front. M-4X
Item HH1003 - M-XL: $20 2X: $22
3X: $23 4X: $24

MORE PRODUCTS ONLINE!

(*) Indicates Required Information

*Name: __________
*Address: __________
*City: __________ *State: _____ *Zip: _____
*Phone: __________
E Mail: __________
*Last 4 of SSN: __________
*Select One: ☐ Active Member ☐ Non-Member
*Employer: __________
*Union Local #: __________
Credit Card: ☐MC ☐Visa ☐Amex
Card #: __________ Exp: __________
Signature: __________

If Paying by Check: Make Check Payable to Hoffa 2016

Under the Election Rules, the campaign may accept general fund contributions only from active IBT members and their immediate families. The Election Rules do not permit non-members to contribute to the campaign general fund. Non-member contributors may provide contributions up to $10,000 to the Hoffa 2016 Legal and Accounting Fund.

3 EASY WAYS TO ORDER:

★ **Mail Order Form to:** Hoffa Store c/o Financial Innovations, Inc.
One Weingeroff Blvd., Cranston, RI 02910

★ **Fax Order Form to:** **401-467-3570**, Attn: Hoffa Store

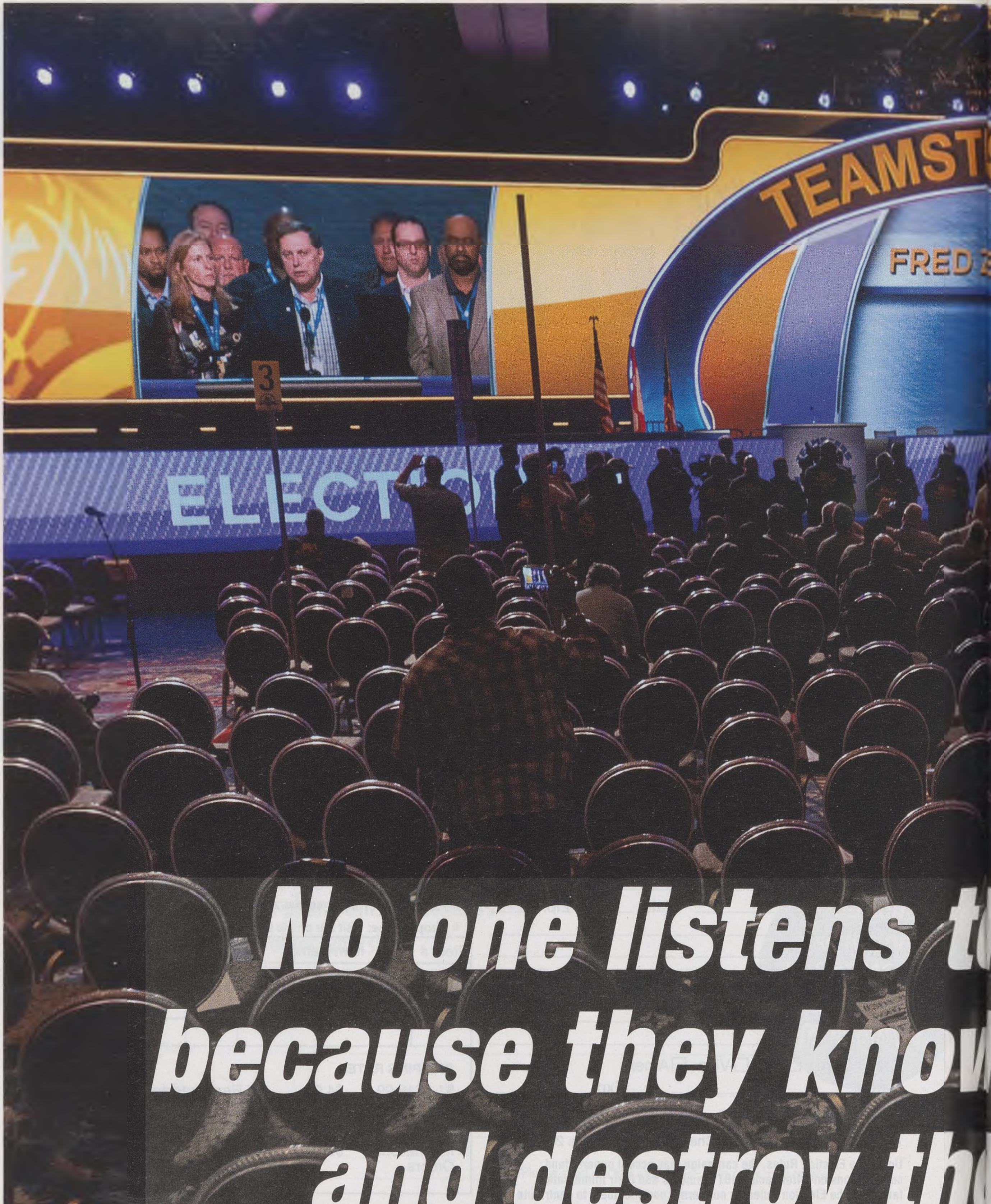
★ **Shop Online:** Visit our online store at **www.hoffastore.com**

Item #	Item Name	Size	Qty	Price	Total

SHIPPING RATES

$1 - $19.99	$4.95
$20 and up	$7.95
International Orders	$20.00

Subtotal	
RI Residents add 7% Tax	
Shipping (see chart)	
Total	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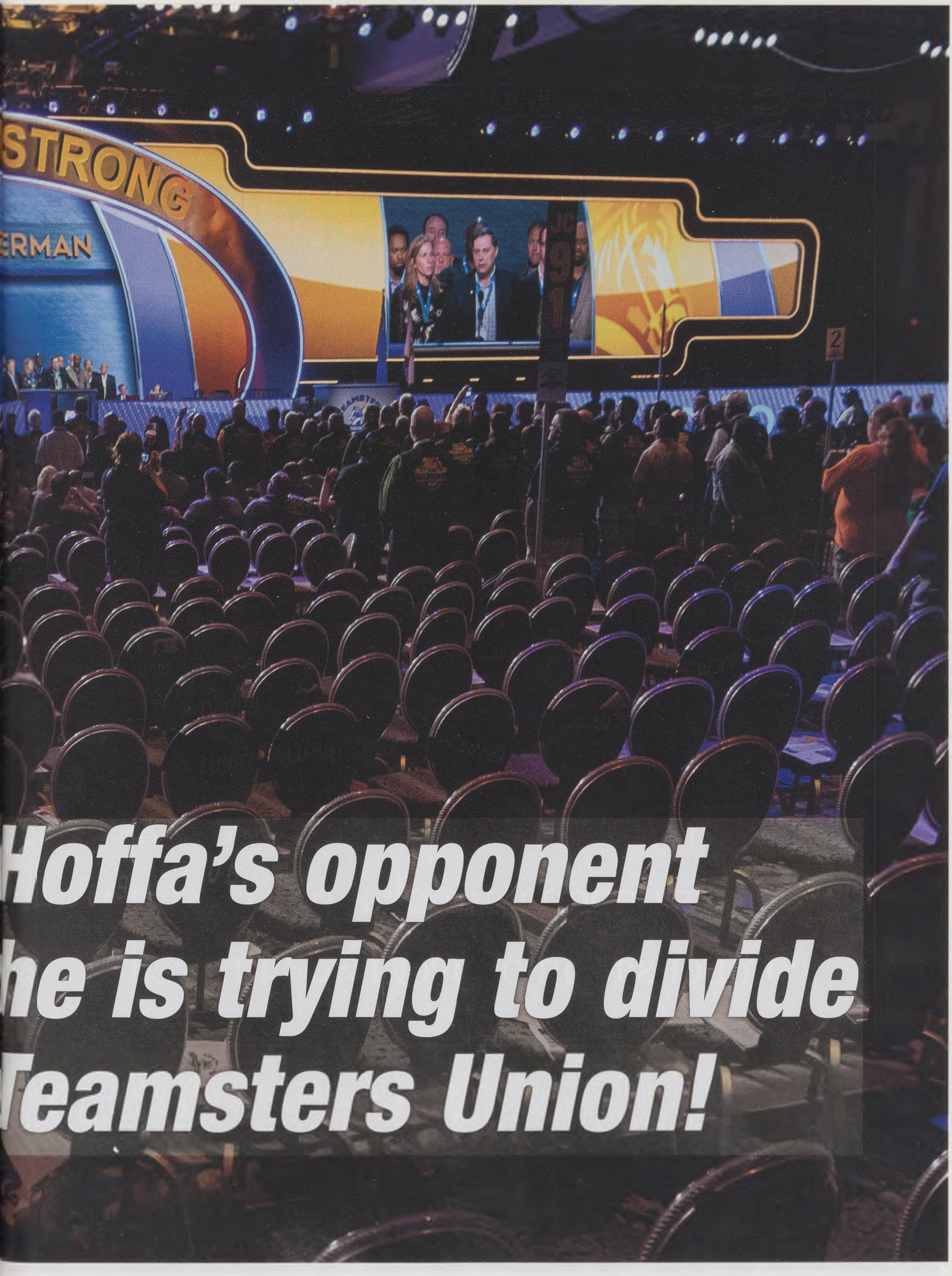

STRONG
ERMAN

Hoffa's opponent he is trying to divide Teamsters Union!

Hoffa Opponen
His Ow

When Hoffa's opponent became president of Local 89, it was on solid financial footing. However, after just a few years, his local faced a deficit of one hundred and fifty thousand dollars – even as Hoffa's opponent took a pay raise and compensation of over two hundred thousand dollars.

Mismanaged
Local

Prepare For Lies From The Opposition

There's No Defense for His Failed Record So

Hoffa Was a No-Show at the Presidential Debate

✖ Contract Givebacks ✖ Pension Cuts
✖ Healthcare Cuts ✖ Corruption
✖ Declining Teamster Membership and Power
✖ Biggest Dues Increase in Teamster History

Hoffa skipped the debate for General President candidates on August 25 so he wouldn't have to answer members' questions about his failed record. He sent a stand-in instead.

Hoffa has been a no-show for the members.

It's time to show him the door.

FRED ZUCKERMAN

Fred Zuckerman Saved Our Jobs After Hoffa Sold Us Out

"I lost my job for 2½ years because Hoffa threw us under the bus. Fred Zuckerman fought for us. We won our jobs back and over $20 million in back pay."

Brenda Helm, RCS Transportation

Fred Zuckerman Saved My Healthcare

"Kroger tried to cut our healthcare. Fred Zuckerman united the members to fight back. We won even better health benefits with no co-pays."

Bill Miller, Zenith Logistics (Kroger)

"We're voting fo
and Teamsters

We Won a 18.45% Wage Increase

"The company tried to cut our pay and benefits and break our union. Fred Zuckerman united us to beat the union busters. We won our best contract ever, including 18.45% wage increases for 800 Teamsters and safer working conditions."

Ronnie Waiz, Jeffboat

A Leader that Stands Up to UPS

"Our working conditions are at an all-time low. Production harassment has never been worse. Fred Zuckerman represents over 10,000 UPSers and he stands up to the company. Hoffa-Hall are too cozy with management."

Dennis Harper, UPS

Fighting Back For Freight Teamsters

"When subcontractors tried to take our freight work, Fred Zuckerman personally threw up a picket line and shut the terminal down. The subcontractors were gone in minutes and we haven't seen them since. Every freight Teamster deserves fighting leadership like that."

Nick Mulligan, USF Holland

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

TEAMSTERS UNITED

Fight Concessions, Win Good Strong Contracts

"Food service companies are gunning for our wages and benefits and harassing employees to work faster and injure themselves. Fred Zuckerman will take on Sysco, US Foods and the rest. Hoffa doesn't have a clue."

Benny Hernandez, Sysco

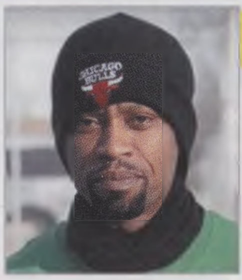
Protecting Union Standards in Construction

"Fred Zuckerman stands up to the contractors and protects our work. He will help our locals organize nonunion contractors and enforce area standards."

Eddie Pirrman, Allied Ready Mix

LLIED
DY - MIX CO., INC

Fred Zuckerman
United Slate."



Power for UPS Part-Timers

"I'm running with Fred Zuckerman to be the first UPS part-timer to ever serve in our International Union's leadership. We'll fight for higher wages, more guaranteed hours and more full-time jobs. Hoffa-Hall just take our dues and sell us out."

Dave Loobie, UPS Preloader
International Union Trustee candidate

A Better Future for School Bus Teamsters

"Our company took in over $2 billion last year. Employees deserve a bigger piece of that pie. We take care of the most valuable commodity in the world—children. Fred Zuckerman will back bus workers to win national contract standards and better wages and benefits."

Jean Auguste, First Student

Defending Union Standards, Opposing Contract Givebacks

"Fred organized the nonunion competition in Louisville to defend our standards. He united carhaulers to reject Hoffa's concessionary deal by 87 percent. Fred will take on the employers, not make excuses and sell us bad contracts."

McKinley Archie, Jack Cooper Transport

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

> “There is a straight line that runs from Hoffa’s corruption to benefit cuts and concessions. You can’t take on management when you’re in bed with the company.”
>
> **—Fred Zuckerman**

HOFFA CORRUPTION HOFFA CORRUPTION HOFFA C

Corruption Charges, Criminal Probe for Hoffa VP

Hoffa-Hall running mate Rome Aloise faces corruption charges and a criminal probe for giving up contract concessions in exchange for employer gifts. Aloise was also caught negotiating a sham union contract with an investment firm boss who took Hoffa on European golf vacations.[1]

Ken Hall Busted for Attempted Bribery

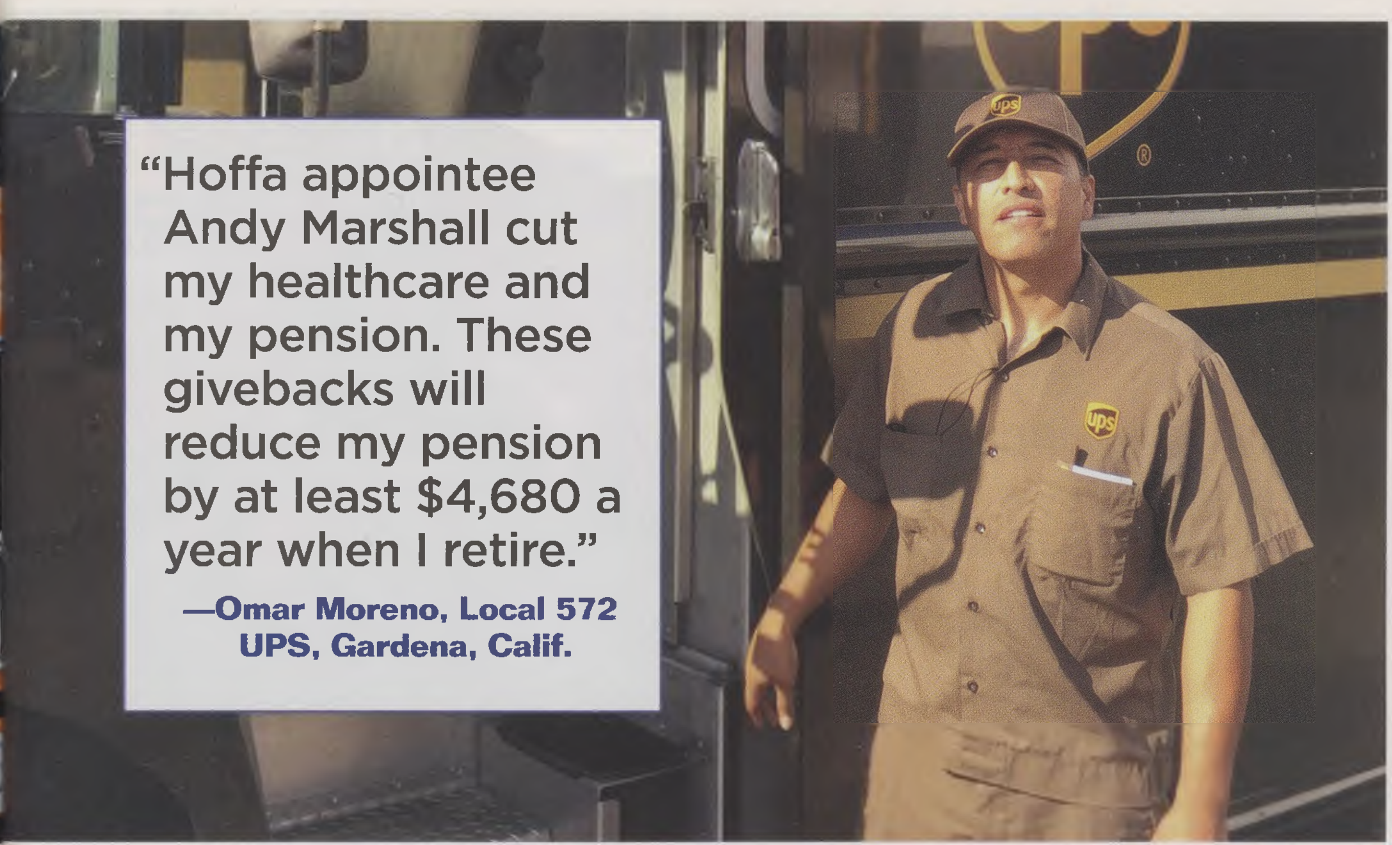
Ken Hall was found guilty by the Election Supervisor of trying to bribe Fred Zuckerman out of running against the Hoffa Slate by offering him a high-paid appointment and a lucrative pension from the International Union. Fred Zuckerman refused the bribe and blew the whistle on the corruption.[2]

CHECK THE FACTS

1. Independent Review Board report on Charges on Rome Aloise, February 10, 2016
2. 2011 Election Supervisor Decision 73, January 20, 2011 www.ibtvote.org

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited



“Hoffa appointee Andy Marshall cut my healthcare and my pension. These givebacks will reduce my pension by at least $4,680 a year when I retire.”

—Omar Moreno, Local 572 UPS, Gardena, Calif.

UPTION HOFFA CORRUPTION HOFFA CORRUPTION

Embezzling Your Dues While Cutting Your Benefits

Andy Marshall, the Hoffa appointee who was the architect of the healthcare and pension cuts for UPS Teamsters in the Southwest is under investigation for embezzlement. Three union salaries totaling $200,636 a year aren’t enough?[1]

Tough on Members, Soft on Employers

Hoffa-Hall VP Sean O’Brien was suspended from union office for threatening members for running for local union office against his friends.[2] O’Brien's tough guy act is reserved for members, not for employers. He backed contract givebacks at UPS and helped Hoffa-Hall impose healthcare cuts on 150,000 Teamsters.

CHECK THE FACTS

1. Declaration 88 Civ. 4486 (LAP), U.S. District Court, Southern District of New York, United States of America against International Brotherhood of Teamsters
2. Independent Review Board report on Charges Against International VP Sean O'Brien, Oct. 17, 2013.

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

> "While Hoffa's friends were lining their pockets, freight Teamsters were taking contract concessions and pension cuts."
>
> **—Leslie Garrett, Local 63**
> **YRC Clerical**
> **Bloomington, Calif.**

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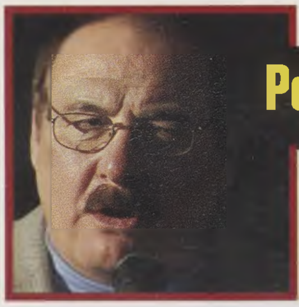
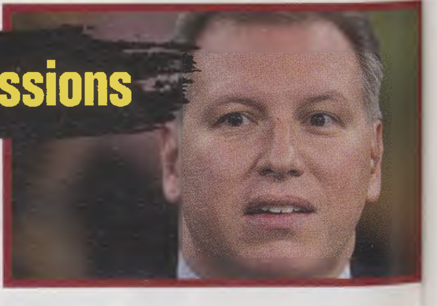


Pension Trustee Embezzled $1.8 Million

Bill Lichtenwald was promoted to a trustee of the Central States Pension Fund while he embezzled and misused $1.8 million in members' dues from the Ohio Conference. Investigators say Hoffa and Hall "closed their eyes" to the corruption.[1]

Hoffa Appointee Makes $5 Million On Concessions



Harry Wilson, a hedge fund tycoon appointed by Hoffa to the YRCW board, was paid a $5 million bonus for brokering the concessions deal that cut Teamster wages by 15% and slashed their pensions to the bone.[2]

CHECK THE FACTS

1. Independent Review Board report on the Ohio Conference of Teamsters, Septermber 25, 2015.
2. "YRC refinances $1.15 billion by closing on two 5-year loans", DC Velocity February 14, 2014. See also SEC filing by YRC, February 7, 2014.

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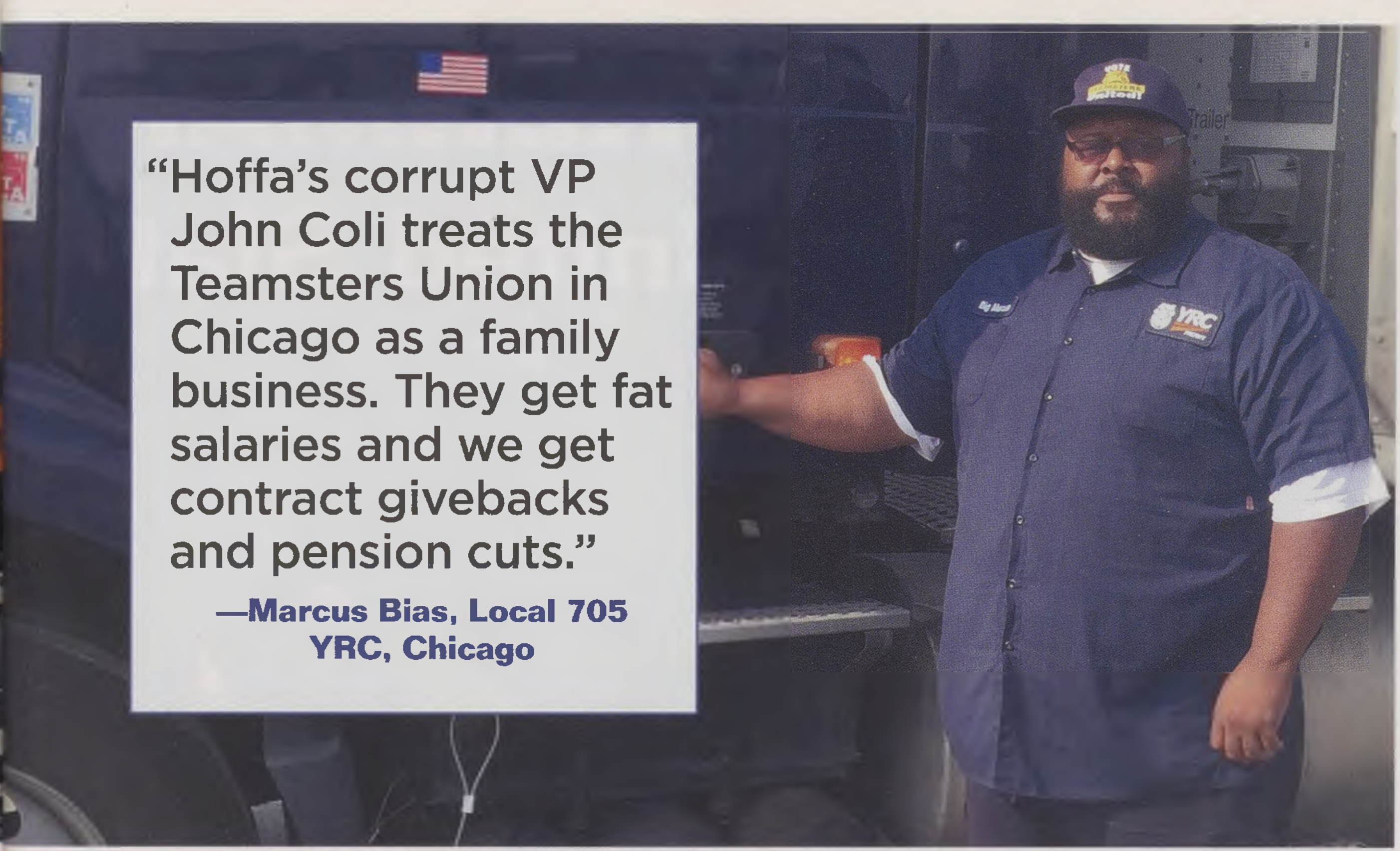


> "Hoffa's corrupt VP John Coli treats the Teamsters Union in Chicago as a family business. They get fat salaries and we get contract givebacks and pension cuts."
>
> **—Marcus Bias, Local 705**
> **YRC, Chicago**

CUPTION HOFFA CORRUPTION HOFFA CORRUPTION

Feasting On Your Dues

Hoffa-Hall VP John Coli inherited his local after his father stepped down and his brother was removed by the IRB. Coli, his son, and his brother make over $859,000 a year from our union. A fourth Coli, Joseph, is paid millions each year by the Local 727 Legal Assistance Plan.[1]

Hoffa Shut Down Corruption Probe

Former federal prosecutor Ed Stier was hired by Hoffa to direct the Project Rise anti-corruption task force. But when Stier's inquiries into corruption and organized crime influence got too close to John Coli, Hoffa shut down the investigation. Stier resigned in disgust, saying when it comes to rooting out corruption, **"The problem is Hoffa."**[2]

CHECK THE FACTS

1. "Family Biz Pays Off for Joseph Coli" Sun-Times, September 5, 2015
2. Ed Stier, Report on Organized Crime Influence in the Teamsters May 2004.
   "Teamster Crime Watchdog Quits; Hints Union is Corrupt", Oakland Press, May 1, 2004.

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

FRED ZUCKERMAN

Teamsters United Slate

This fall, every Teamster can elect a General President that delivers results—not excuses.

1. Strong Contracts, Not Givebacks
2. Fight Pension & Benefit Cuts
3. End Hoffa-Hall Corruption

Vote Fred Zuckerman Teamsters United Slate when you're mailed a ballot on October 6.

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

Fred
uckerman
TEAMSTERS
UNITED
Fred
Zuckerman
TEAMSTERS UNITED

Help Elect Fred Zuckerman and Teamsters United

YES, I want to help elect the Fred Zuckerman Teamsters United slate.

Name ____________________ Local ____________

Cell Phone ____________________

Email ____________________

☐ I'll hand out flyers at work

☐ I'll make phone calls to members.

☐ I'll visit other worksites.

☐ I'll sign up Teamsters to get email and text updates.

Sign up online at

www.TeamtersUnited.org/get-involved

or mail this coupon to

Teamsters United, 315 Flatbush Ave., Box 501, Brooklyn, NY 11217

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

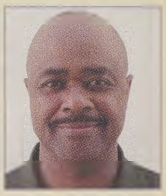
FRED ZUCKERMAN

Fred Zuckerman
General President

President of Kentucky Local 89, one of the largest and most powerful local unions in the Teamsters where he has won strong contracts, protected union standards and organized nonunion competitors. Leader in the Vote No movement against Hoffa-Hall's concessionary contracts. President of Joint Council 94. Has served at every level of Teamster leadership from shop steward to the International Union.

Tim Sylvester
General Secretary Treasurer

While Hoffa-Hall were negotiating givebacks and pension cuts, Tim won a strong contract and better pensions, including a $400 pension increase with 25 & Out at any age, as President of New York Local 804.



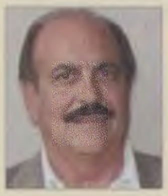
Willie Ford At Large VP
A 28-year Teamster and proud member of Charlotte Local 71. Has served our union as a Shop Steward, Convention Delegate, and Local Officer.

Sandy Pope At Large VP
Has built union power at every level of Teamster leadership, including Organizer, Local Union President, and International Union Representative.

Carlos Lizarraga At Large VP
Proud Rail Teamster. Has served as a Delegate to the National Rail Conference and elected BLET Division 106 Local Chairman.

John Thyer At Large VP
41-year Teamster and the Principal Officer of Teamsters Local 604 in St. Louis. Teamster carhaul leader. An aggressive voice for working Teamsters.

Jerry Yarbrough At Large VP
28-year freight Teamster who has served our union as a Local Officer and Chief Steward in Memphis Local 667.



Joe Darmento At Large VP
An airline mechanic at UPS, Joe has been a Teamster for 26 years, a union member for 47 years, and served as local union principal officer for 9 years.

Stan White At Large VP
Principal Officer of Oregon Local 206 where he has negotiated industry-leading contracts in the warehouse industry.

Fred Fights for Us

Watch and share videos that show the real-life difference that Fred Zuckerman's fighting leadership has made to working Teamsters who were sold out by Hoffa.

www.TeamstersUnited.org/fred-fights-for-us

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

TEAMSTERS UNITED

Kim Schultz Southern VP
A 21-year public employee and attorney. Leader on the organizing drive that brought 15,000 Florida Department of Corrections officers into the Teamsters.

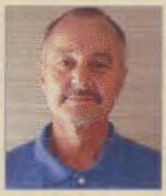
Matt Taibi Eastern VP
Wins strong contracts and organizes the unorganized as the Principal Officer of Local 251, representing 5,500 members in New England.

Tony Jones Central VP
President of Local 413 in Columbus, Ohio. A freight Teamster and an aggressive advocate for organizing the nonunion competition.

Bill Frisky Central VP
Principal Officer of Local 964 in Cleveland. Worked as a member organizer on successful Continental/United organizing campaign.

Dave Loobie Trustee
18-year Teamster and shop steward representing UPS part-timers and inside workers. Helped win $15 an hour starting pay for UPS part-timers in New York City with the End Part-Time Poverty at UPS / Fight for $15.

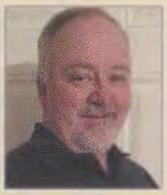
Dave Bernt Trustee
Chicago Local 705 member and Volunteer Organizer. Has helped organize new Local 705 members from core Teamster industries.



John Palmer Southern VP
IBT organizer who sees organizing as the lifeblood of the Teamsters Union, and key to protecting our contracts and pensions. Former Freight driver and Business Agent in San Antonio Local 657.

Bob Randall Eastern VP
President of Local 559 in Connecticut. Joined the Teamsters 38 years ago as a warehouse worker. Has served as an Organizer and Business Agent.

Randy Shepler Eastern VP
Local 30 Business Agent in Western, Pa. and the first UPS part-timer to run for International Union office.



Avral Thompson Central VP
Vice President of Louisville Local 89. As Business Agent represents warehouse, carhaul and other Teamsters.

Robert Kopystynsky Central VP
A Chicago Local 710 Teamster and elected steward at the CACH, one of the largest UPS hubs in North America.

Todd Anderson Trustee
UPS Freight road steward in Chicago Local 710 where he has fought subcontracting and other problems caused by Hoffa-Hall's weak contract.

Show your support for the campaign and spread the word.

Get Your Fred Zuckerman Teamsters United Campaign Gear!
Fred Zuckerman TEAMSTERS UNITED
Fred Zuckerman TEAMSTERS UNITED
Order online at www.teamstersunitedgear.org

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Benjamin R. Civiletti
Hon. Joseph E. diGenova

DATED: June 29, 2016

I. INTRODUCTION

The following is Magazine Report 3 of the Independent Disciplinary Officers ("IDO") for 2016 regarding activities conducted pursuant to the Final Agreement and Order of February 17, 2015.

This Report provides information on one new Charge Recommendation, updates on four existing Charges, one Trusteeship and a matter of concern regarding GCC-1L.

II. NEW REPORT

A. OHIO CONFERENCE OF TEAMSTERS OFFICERS AND AN EMPLOYEE, KIMBERLY BALES, CHARLES CIMINO, AND WILLIAM LICHTENWALD

On June 9, 2016, the IIO issued a Report to the IBT General President recommending charges against OCT Administrative Assistant Kimberly Bales, OCT President William Lichtenwald, and former OCT Secretary-Treasurer Charles Cimino. A revised Charge Report was issued on June 15, 2016. Among the proposed charges against Lichtenwald, Cimino and Bales were that they breached their fiduciary duties and violated the Conference Bylaws by consistently making expenditures of Conference funds without approvals required under its Bylaws and in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution. The report alleged they caused over $1,755,000 in unauthorized expenditures to be made.

The Independent Investigations Officer recommended that Lichtenwald and Bales also be charged with embezzling and breaching their fiduciary duties through allegedly making approximately $238,433 in unauthorized transfers of Conference money to their Locals to be used to pay their Local's benefits contributions as part of their local compensation in violation of the IBT Constitution. This was done without authority in violation of the Bylaws and the law and with no benefit to the Conference from these expenditures. Embezzlement is an act of racketeering all members are enjoined from committing under the Final Agreement and Order. In addition, it was recommended that Lichtenwald be charged with embezzling $62,395.27 for allegedly causing the Conference to purchase a car for his exclusive use without a conference purpose and without the required board approval of the amount. In addition, it was recommended that Cimino and Lichtenwald be charged for allegedly failing to maintain Conference records accounting for the disposition of Conference assets required under Federal law.

By letter dated June 24, 2016 General President Hoffa adopted and filed the charges.

III. PROGRESS OF EXISTING MATTERS

A. OHIO CONFERENCE OF TEAMSTERS, CINCINNATI, OHIO TRUSTEESHIP RECOMMENDATION

On September 25, 2015, the IRB made a Trusteeship Recommendation to IBT General President Hoffa because the IRB's investigation found that the Conference was not being conducted in accordance with the International Constitution and for the benefit of its members.

The Conference spent in 2014, at least, 50% of its revenues from members' dues for compensation and stipends for the benefit of its officers, employees and other Ohio Local's officers. It also spent Conference funds without required approvals under the Bylaws, including for legal expenses for Locals.

The Conference spent nothing on members' education or providing statistical information to support services to the members which were stated objectives for its existence in its Bylaws. It failed to perform its specific obligation in its Bylaws concerning retaining and reviewing collective bargaining agreements. It failed to follow basic financial controls that the Constitution, its Bylaws, IBT policies and federal labor laws imposed on it.

On October 28, 2015, the IBT imposed a Temporary Emergency Trusteeship over the Conference.

On February 17, 2016, this matter was transferred to the IDO.

On March 30, 2016, the IBT submitted a report to the IDO, of the actions taken and represented that it would continue to monitor the OCT.

B. GCC-1L, NEW YORK, NEW YORK

On August 14, 2015, the IRB sent a letter to General Secretary- Treasurer Ken Hall and GCC President George Tedeschi regarding concerns that the GCC-1L Officers did not follow the Bylaws and were not acting as responsible fiduciaries. The IRB also pointed out that there seemed to be a substantial gap in the IBT's audit program for GCC Locals which were not being audited.

In a letter dated September 3, 2015, the IBT General Counsel advised the IRB that an auditor had been assigned to conduct an audit of the Local, to address the Local's leadership issues and to develop appropriate modifications of the Local's Policies. The IBT also advised it was developing an audit program under which GCC affiliates will in the future be subject to the General Secretary-Treasurer's audit program.

On April 15, 2016, IBT General Secretary-Treasurer Ken Hall sent a letter to GCC-1L President Patrick LoPresti inquiring as to what actions had been taken at the Local in response to the auditor's recommendations.

On May 27, 2016, the IBT General Counsel forwarded to the IDO a letter dated May 6, 2016 sent to IBT General Secretary-Treasurer Ken Hall, from President LoPresti, noting the measures that had been taken and the plan to resolve other issues at the Local.

C. PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7 ROME ALOISE

On February 10, 2016, the Independent Review Board issued a Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise ("Aloise"), an International Vice President, President of Joint Council 7, and principal officer of Local 853, for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. §186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws and bringing reproach upon the IBT in violation of Article II, Section 2(a) of the IBT Constitution through allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund.

It was also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C.§481(g); attempting to deny members' LMRDA rights to free speech, to sue and to fair hearings; and breaching his fiduciary duties under 29 U.S.C. §501(a) by, among other things, failing to act to end a Local officer's known failure to comply with instructions from the General Secretary-Treasurer's office for political reasons in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (10) of the IBT Constitution.

On February 17, 2016, this matter was transferred to the IDO.

On February 23, 2016, General President Hoffa adopted and filed the Charges.

On March 15, 2016, the IBT issued a Notice for an April 28, 2016 Hearing. Subsequently, the IBT submitted to the IDO a request, dated March 31, 2016, for an extension of time to complete this matter. The IRO approved an extension to July 17, 2016.

On April 7, 2016 the IBT issued a notice of the new hearing dates of June 6-7, 2016 in San Francisco and June 14-15, 2016 in Chicago.

On May 25, 2016 the IDO received a letter from an attorney representing the IBT regarding an indefinite postponement of the hearing because it represented that the Department of Justice ("DOJ") had informed Aloise that he was the target of a grand jury investigation.

On May 26, 2016 the IRO, denied any indefinite postponement for failure to show good cause.

On June 3, 2016, the IRO received a letter from an attorney for the IBT stating that the IBT was suspending the scheduled hearing on charges against Mr. Aloise until the conclusion of the DOJ's criminal inquiry concerning him. The IRO is reviewing the IBT's decision.

D. LOCAL 853, SAN LEANDRO, CALIFORNIA, MEMBER CHARLES BERTUCIO

On February 11, 2016, the Independent Review Board issued a Charge Report to the IBT General President recommending that a charge be filed against former Local 853 member Charles Bertucio ("Bertucio") for bringing reproach upon the IBT and violating the IBT Constitution by knowingly engaging in a scheme to become and remain a member when he was not eligible in violation of Article II, Section 2(a) and Article XIV, Section 3 and Article XIX, Section 7(b) (1) and (2) of the IBT Constitution.

On February 17, 2016, this matter was transferred to the IDO.

On February 18, 2016, IBT General President Hoffa adopted and filed the charges.

On March 18, 2016, the IBT issued a Notice for an April 21, 2016 hearing.

On March 29, 2016, prior to the scheduled hearing, the IBT submitted to the Independent Review Officer, Bertucio's signed affidavit and agreement to a permanent resignation without an associational bar from the Union followed by a letter of April 14, 2016, to express the Union's views regarding the proposed agreement.

On April 26, 2016, the IRO issued a letter to the IBT General Counsel stating that he did not approve the proposed agreement.

On May 5, 2016 the IBT General Counsel submitted a request to the IRO for an extension to August 30, 2016.

On May 12, 2016, the IRO approved an extension to August 30, 2016.

By letter dated June 9, 2016 the IBT notified Bertucio that a hearing was scheduled for August 8, 2016.

E. LOCAL 853, SAN LEANDRO, CALIFORNIA, MEMBER LISA RAMSEY

On February 11, 2016, the Independent Review Board issued its Charge Report to the Local 853 Executive Board recommending that a charge be filed against Local 853 member Lisa Ramsey ("Ramsey") for failing to cooperate with the IRB by unreasonably failing to answer a question at her IRB sworn examination on October 13, 2015. By her actions, while an IBT member Ramsey violated Article II, Section 2(a) and Article XIX, Sections 7(b)(1) and (2) and Section 14(i) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the IRB in performance of its duties as set forth in Paragraph G of the March 14, 1989 Consent Order in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.) ("Consent Order").

On February 17, 2016, the IRB transferred this matter to the IDO.

On February 17, 2016, the Executive Board of Local 853 referred the Charges back to the IBT General President.

On February 18, 2016, General President Hoffa determined to adopt and file the Charges.

On March 18, 2016, the IBT issued Notice of the April 21, 2016 Hearing.

On March 29, 2016, the IBT submitted to the IDO, a signed agreement to a three month suspension including an agreement to a limited sworn examination. The IRO rejected the agreement on the basis that it limited the right of the Investigations Officer to take her testimony.

On April 18, 2016, the IBT issued a revised agreement to the IRO stating, that Ms. Ramsey agreed to a 3 month suspension and would appear for a sworn examination and answer all questions germane to the investigation. Upon review, the IRO approved and returned the revised agreement to the IBT on April 28, 2016, thus closing this case.

F. LOCAL 50, BELLEVILLE, ILLINOIS, MANNY QUINTERO

On February 11, 2016 the Independent Review Board issued its Charge Report to the General President recommending that charges be filed against Local 50 member Manny Quintero ("Quintero") for bringing reproach upon the IBT through threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office, support the candidate of one's choice, free speech and assembly. In a telephone message left on the personal mobile phone of the wife of another Local 50 member, Quintero threatened that retaliatory actions would be taken against her member husband, such as getting "nailed" and having "his job taken away from him" for "meddlin' in Teamster business", if he was involved in Local political activity in opposition to the incumbents.

While an IBT member, by his actions, Quintero was charged with violating Article II, Section 2(a) and Article XIX Sections 7(b)(2) and (10) of the IBT Constitution by threatening to retaliate against an IBT member for exercising rights protected under federal labor law and the IBT Constitution, including the rights to seek election to office and support the candidate of one's choice.

On February 17, 2016, the IRB transferred this matter to the IDO.

On February 18, 2016 General President Hoffa determined to adopt and file the Charges.

On March 15, 2016 the IBT issued a Notice for an April 15, 2016 Hearing.

On April 28, 2016, IBT General President Hoffa adopted the IBT hearing panel decision and reissued it as his own. The decision barred Quintero from employment and membership with Local 50 for one year. The decision was found inadequate by the IRO and returned to the IBT on May 18, 2016, on the basis of the use of an inappropriate legal standard.

On May 19, 2016, General President Hoffa responded to the IRO stating that he reconsidered the penalty under the preponderance of evidence standard and was adopting the same penalty.

On June 14, 2016, the IRO issued a letter finding the IBT's decision using the proper standard to be not inadequate.

IV. TOLL-FREE HOTLINE

The IDO hotline has received approximately 111 calls, since its February 17th start date, reporting alleged improprieties. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked room on a dedicated line and accessed only by an IDO staff member.

The recorded information, if complete and within jurisdiction, is forwarded directly to the Independent Investigations Officer.

Please continue to use the toll-free hotline to report improprieties which fall within IDO jurisdiction by calling 1-800-CALL-472(800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

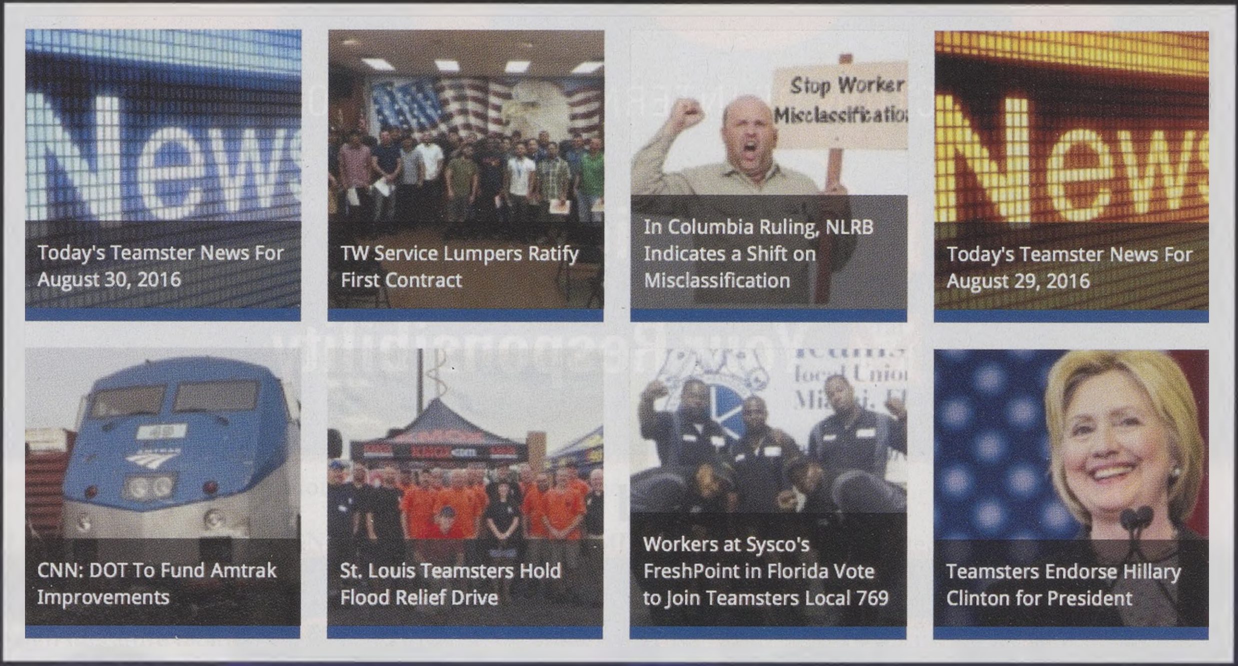
The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, use the IDO facsimile number 202-434-8084, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the following IDO office address:

Office of the Independent Disciplinary Officers
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Visit the

TEAMSTERS UNION ONLINE



Today's Teamster News For August 30, 2016

TW Service Lumpers Ratify First Contract

In Columbia Ruling, NLRB Indicates a Shift on Misclassification

Today's Teamster News For August 29, 2016

CNN: DOT To Fund Amtrak Improvements

St. Louis Teamsters Hold Flood Relief Drive

Workers at Sysco's FreshPoint in Florida Vote to Join Teamsters Local 769

Teamsters Endorse Hillary Clinton for President

Teamster.org is the union's main website, but you can also visit your union on the Teamster Nation Blog and on social media such as Twitter, Facebook and Instagram.

Visit the Teamsters Union online to:

- Sign Petitions
- Support Strikers
- See Other Teamster News and Photos

Visit the Blog: Stay informed about your union at teamster.org/blog.

Listen to the Podcast: Available at Teamster.org/podcast.

Follow the Teamsters on Twitter and Instagram, and Like the Teamsters on Facebook

Get up-to-the-minute updates about the Teamsters Union on Social Media.

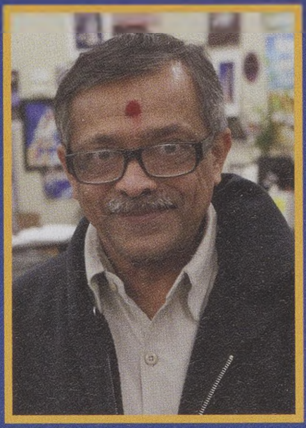
VOTE

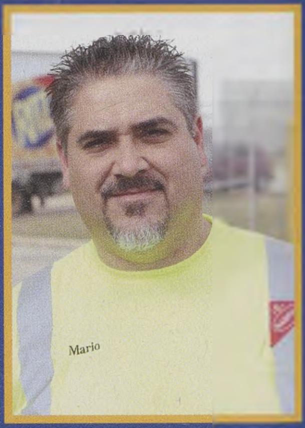
FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS

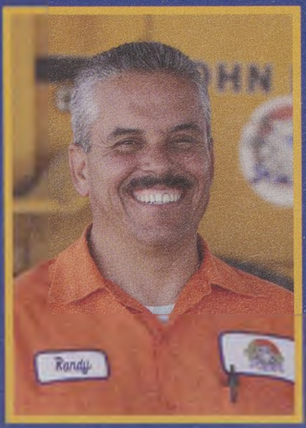
☑ **Your Right**

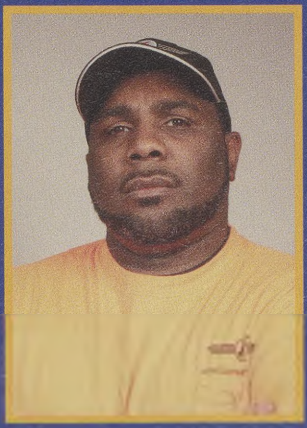
☑ **Your Responsibility**

Ballots Mailed October 2016









ELECTION SUPERVISOR'S REPORT No. 10

THE UNION'S MEMBERS VOTE DIRECTLY FOR IBT INTERNATIONAL OFFICERS – In October 2016, each and every IBT member will receive a mail ballot to cast a **secret ballot** vote for the Union's International officers. The IBT is your union: casting a **secret ballot** vote for the International officers is the individual responsibility of every member. Every member has the right to campaign in support of, or opposition to, any candidate in the election and to receive campaign presentations and information. Every member has the right to vote their own ballot in secret. It is a serious violation of the *Rules* for someone to solicit, mark, or mail another member's ballot.

Tell your local union of any changes to your mailing address so that you will receive a mail ballot at your current address in time to allow you to cast your secret ballot vote in this important election.

DATES FOR BALLOT MAILING AND BALLOT COUNTING – We plan to mail ballots in the United States and Canada on October 6, 2016. The ballot count is scheduled to start on November 14, 2016, and will continue day-to-day until completed. Mark and return your **secret ballot** so that it will be received at the return post office box by the ballot count start date. The ballot count site is in Alexandria, Virginia. All candidates and their designated observers are permitted to observe all phases of the ballot counting process.

CANDIDATES FORUM – The *Rules* require the Candidates for the office of General President to participate in a Candidates Forum. At this writing, the forum is scheduled for August 25, 2016. Jim Hoffa, nominee for General President, designated the General Secretary-Treasurer candidate on his slate, Ken Hall, to substitute for him at the forum. Fred Zuckerman, also nominated for General President chose to appear in person at the forum. You should be able to view a recording of the forum or read a transcript of it, at www.ibtvote.org. For further details on the Candidates Forum refer to the separate announcement in this magazine.

POLITICAL AND CAMPAIGNING RIGHTS OF IBT MEMBERS – The *Rules* protect the rights of IBT members to support or oppose any candidate and it is unlawful for the International or any local union to subject any member to retaliation for exercising political rights. Candidates have the right to display campaign literature on local union campaign literature tables and members may put campaign bumper stickers and signs on their personal cars (but not on union-supplied cars, or employers' vehicles). Candidates and IBT members have the right to distribute campaign literature to IBT members entering and exiting employee parking lots at employer locations. This right extends to all employee parking lots where IBT members work, not just the candidate's local union jurisdiction. IBT members may also wear campaign buttons at work, if any type of buttons or pins have been worn by employees in the past, unless at the time they are wearing a campaign button they are also wearing a company uniform and interacting with the public.

If you believe an employer, an IBT officer, or other IBT member is interfering with your political rights or retaliating against you because you have expressed your political views on the International officer election, you have the right to file a protest. A protest must be filed within two (2) days of when you became aware of the interference or retaliation. You may also contact OES in Washington D.C., or contact your Regional Director for information on your right to be free from interference or retaliation.

PUBLICATION REVIEW ADVISORY – Union publications such as monthly newsletters, magazines and websites, are paid for with members' dues money. The *Rules* and federal labor law prohibit using a union publication to *endorse*, *support*, or *attack* a candidate for IBT international union office. This is based on the law that generally prohibits the use of *any* union resources to support partisan campaigning.

To guard against publication violations during the general election period, all union publications distributed between August 2016 and November 2016 must be submitted to OES for review before publication. All local unions have been informed of this procedure, OES has been reviewing publications on a rolling basis as they have been submitted (the *Publication Review Advisory* is also posted at www.ibtvote.org). For more information about the policy, or if you suspect a violation, contact OES at 844-428-8683 or ElectionSupervisor@IBTvote.Org.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

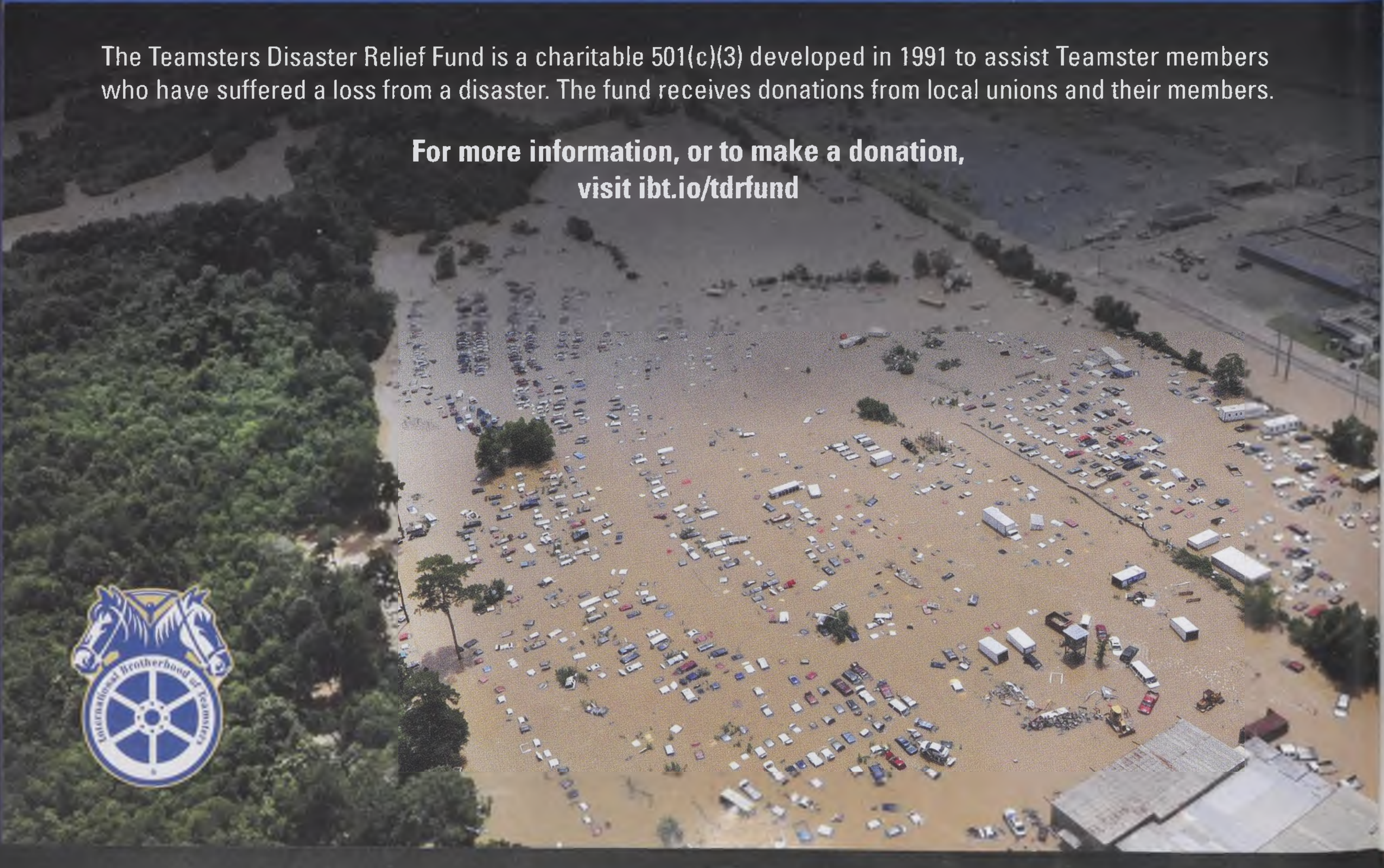
"My union is one of the few things that has helped…The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katrina hit, but to see what they did was above and beyond anything I could have ever expected."

—**TERRY BANG,** Mississippi Teamster
Affected by Hurricane Katrina

GIVE TO TEAMSTERS DISASTER RELIEF FUND

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

**For more information, or to make a donation,
visit ibt.io/tdrfund**



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
OCTOBER 2016

TEAMSTER ELECTION

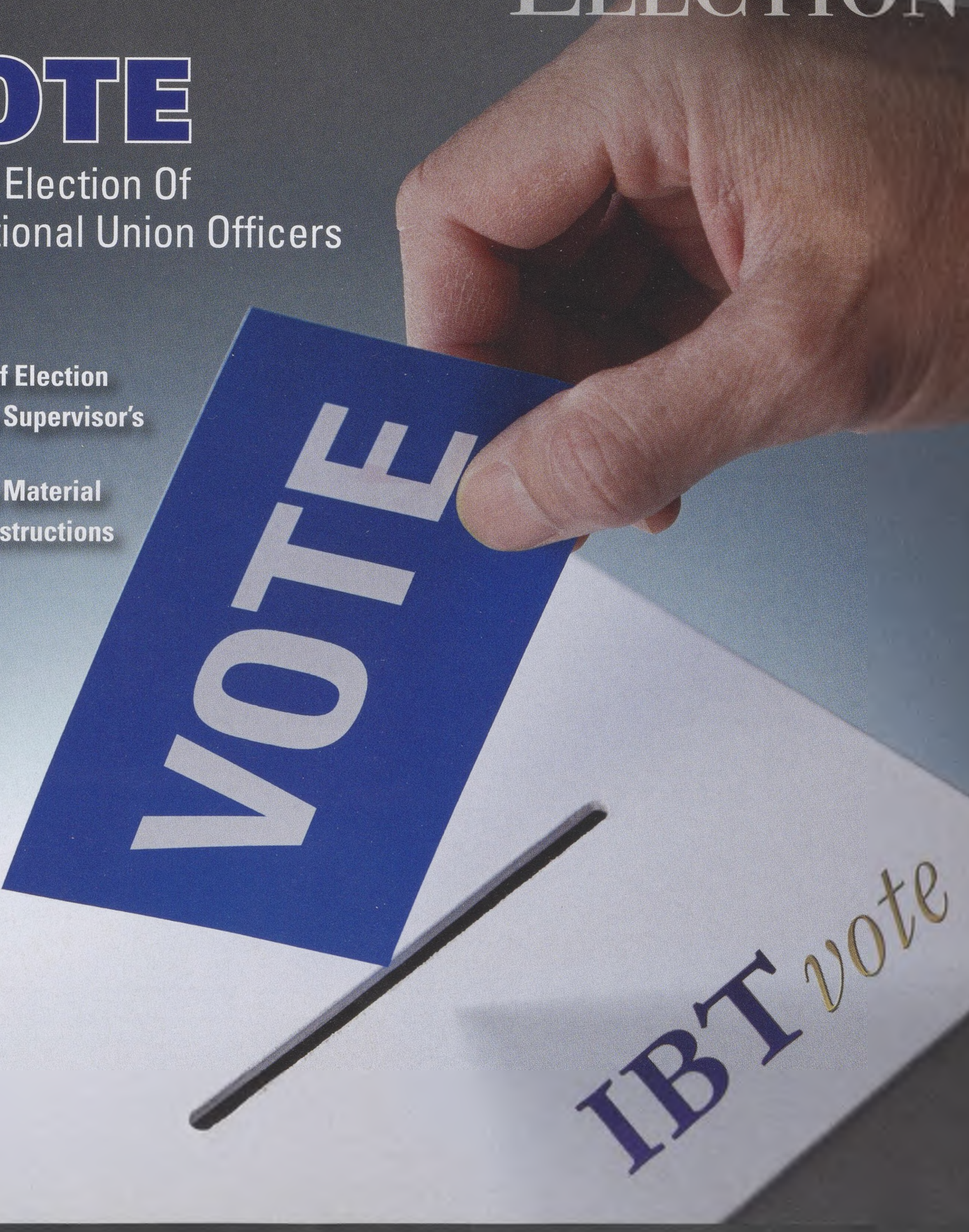
www.teamster.org

VOTE

For The Election Of
International Union Officers

INSIDE

1 Notice of Election
2 Election Supervisor's Report
3 Election Material
25 Ballot Instructions



NOTICE OF ELECTION

The election of International officers is being conducted by mail ballot by the Election Supervisor for the International Brotherhood of Teamsters ("IBT"). The ballot count will begin after 10:00 a.m. EST on November 14, 2016 at the IBT International Election Count Site in Alexandria, Virginia.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through October, 2016. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on November 10, 2016. Members whose dues are withheld by their employer under a check off provision in their collective bargaining agreement will not be declared ineligible to vote due to the employer's failure to make timely payment of those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article V of the *Rules for the 2015-2016 IBT International Union Delegate and Officer Election.* The Election Supervisor must receive your ballot by 9:00 a.m. EST on November 14, 2016. Only ballots received by this date and time will be counted.

VOTE FOR NO MORE THAN:	one (1) General President one (1) General Secretary-Treasurer seven (7) At-Large Vice Presidents three (3) International Trustees four (4) Central Regional Vice Presidents or three (3) Eastern Regional Vice Presidents or two (2) Southern Regional Vice Presidents.	**TO VOTE,** fill in completely the oval ● to the left of the candidate of your choice. USE EITHER A BLACK OR BLUE PEN OR MARKER.

You may vote for any of the candidates individually. Do not vote for more than the number of positions to be filled for each office.

You may vote for a slate of candidates by filling in the oval to the left of a slate name. A slate vote counts as a vote for each of the individual candidates on that slate

If you vote for a full slate of candidates, only your slate vote will be counted. A vote for any individual candidate not on the slate will not be counted. A vote for a slate overrides a vote for an individual candidate.

IF YOU MAKE A MISTAKE, DO NOT CROSS OUT. You may request a new ballot from the IBT Election Supervisor by calling 1-844-428-8683.

DO NOT GIVE YOUR BALLOT TO ANYONE TO MARK OR MAIL ON YOUR BEHALF. No person or entity shall limit or interfere with the right of each IBT member to determine independently how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Supervisor shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, recommending appropriate disciplinary proceedings against members involved, referring the matter to the Government for appropriate action under law (including the Final Order and Agreement) and, when appropriate, disqualifying the candidate on whose behalf ballots were solicited.

If you have any questions about this election process, if you have recently moved, if you need a replacement ballot or if you need any ballot materials, request assistance immediately by calling 1-844-428-8683.

TEAMSTER
www.teamster.org

International Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001-2198
202-624-6800

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Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Ave. N.W., Washington, D.C. 20001-2198. Subscription rates: $12 per year. Single copies, $2. (All orders payable in advance.) Members should send address changes to their local union.

1

GCC/IBT 190M

AVISO DE ELECCIÓN

La elección de Oficiales Internacionales se llevará a cabo mediante votación por correo y está a cargo del Supervisor de Elecciones de la IBT. El escrutinio de los votos comenzará después de las 10:00 a.m. (hora de verano del este o «EST» por sus siglas en inglés) del 14 de noviembre del 2016 en el sitio de conteo electoral en Alexandria, Virginia.

PARA SER ELEGIBLE PARA VOTAR, un miembro debe estar al día en el pago de sus cuotas hasta octubre del 2016. Los miembros pueden hacerse elegibles al pagar sus cuotas atrasadas o gastos de admisión en la oficina de su sindicato local a más tardar hasta el 10 de noviembre del 2016. Aquellos miembros cuyas cuotas son retenidas por su empleador bajo una cláusula del acuerdo colectivo, no serán declarados inelegibles para votar debido a la inhabilidad de los empleadores en hacer los pagos a tiempo al sindicato local. Para obtener toda la información acerca de las reglas que rigen la elegibilidad de los votantes, por favor vea el Articulo V de las *Reglas para la Elección de Delegados y Oficiales Internacionales 2015-2016 de la IBT*. El Supervisor de Elecciones debe recibir su papeleta de voto a más tardar a las 9:00 a.m. (EST) del 14 de noviembre del 2016. Solamente se contarán aquellas papeletas de voto que se hayan recibido hasta la hora y la fecha fijadas.

VOTE SOLAMENTE POR:	un (1) Presidente General un (1) Secretario-Tesorero General siete (7) Vice-Presidentes En Pleno cuatro (4) Vice-Presidentes Regional – Central o tres (3) Vice-Presidentes Regional – Este o dos (2) Vice-Presidentes Regional – Sur y tres (3) Administradores Internacionales.	**PARA VOTAR,** Llene completamente el óvalo ● que está a la izquierda del nombre del candidato de su preferencia. SOLO UTILICE LAPICERO AZUL O NEGRO.

Usted puede votar por cualquiera de los candidatos de forma individual. No vote por más que el número de puestos a cubrir por cada oficina.

Usted puede votar por una lista de candidatos al llenar el ovalo a la izquierda del nombre de la lista de candidatos. Si usted marca su balota de esta manera, usted habrá votado por todos los candidatos individuales de esa lista.

Si usted vota por una lista completa de candidatos, solo su voto por la lista de candidatos será contado; usted no podrá votar por otros candidatos individuales u otra lista de candidatos.

Si usted vota por una lista de candidatos que contiene menos de la cantidad total de candidatos para ser elegida, su voto por lista de candidatos será contado y usted podrá votar por cualquiera de los candidatos individuales, estén o no estén en su lista de candidatos iniciales, siempre y cuando el número total de candidatos seleccionados no exceda el número total de candidatos a ser elegidos a esa oficina.

Un voto por una lista de candidatos tiene prioridad sobre un voto por un candidato individual. Usted puede votar por candidatos individuales, estén o no en las listas de candidatos, siempre y cuando el número total de votos por candidatos de cualquier oficina no exceda el número total a ser elegidos en esa oficina.

SI USTED COMETE UN ERROR, NO LO TACHE. Más bien, pida una nueva papeleta do votación al Supervisor de Elecciones de la IBT llamando al 1-844-429-8683.

NO DE SU PAPELETA DE VOTO A NADIE PARA QUE SE LO MARQUE O ENVIE POR CORREO. Ninguna persona o entidad puede limitar o interferir con el derecho que tiene cada miembro del IBT de decidir en forma independiente sobre su voto y enviarlo por correo personalmente. El Supervisor de Elecciones no dudará en imponer las sanciones más severas a cualquier miembro del Sindicato, oficial, representante de empresa, administrador o a cualquier otra persona por violar la prohibición de solicitar la papeleta de voto de un miembro. Estas sanciones incluyen hacer recomendaciones judiciales contra los miembros involucrados, refiriendo el asunto al gobierno para una acción apropiada bajo la ley (incluyendo la Orden final y el Acuerdo) y en caso de juzgarse apropiado, descalificar al candidato a cuyo nombre se solicitaron las papeletas de voto.

Si usted tiene alguna pregunta sobre el proceso de elección, si usted ha cambiado de dirección, si usted necesita reemplazar su papeleta de voto o si usted necesita cualquier material de voto, pida ayuda inmediatamente llamando al: 1-844-429-8683.

ELECTION SUPERVISOR'S REPORT No. 11

YOUR BALLOT IS COMING – Every member of the IBT gets to cast a secret ballot vote in the election for contested positions on the Union's General Executive Board. Ballot packages will be mailed on October 6, 2016. When you receive it, open the package, vote for the candidates of your choice, insert your voted ballot in the secrecy sleeve, and return it in the postage-paid envelope. Detailed voting instructions are printed on the ballot.

DIDN'T RECEIVE A BALLOT? – If you do not get a ballot in the mail by October 17, 2016, call the Office of the Election Supervisor to request that a ballot package be mailed to you. If you made a mistake on your ballot, or want to re-vote, you may request a replacement ballot package. Call the Office of the Election Supervisor at 1-844-428-8683.

WHAT IS THE DEADLINE FOR VOTING? – Ballots must be returned by mail for receipt at the post office by 9:00 a.m. on November 14, 2016. The ballot count is scheduled to start that day, and will continue day-to-day until completed. Daily tallies will be announced at the count site in Alexandria, Virginia and will be posted to **www.ibtvote.org**. **Vote your secret ballot and return it promptly so your vote will be received on time to be counted.**

YOUR VOTE IS SECRET – The vote you cast for IBT International officers is yours alone to decide and your vote is secret. Do not give your ballot to anyone else to cast your vote; mark your ballot, put it in the secrecy sleeve and return envelope, seal the envelope and mail it yourself. At the ballot count, after member eligibility to vote is verified, the ballot return envelopes are opened, and the ballots in their secrecy sleeves are separated from any member-identifying information. No one can identify from the returned ballots how any member voted in the election.

The Candidates Forum

General President Candidate Fred Zuckerman and General Secretary-Treasurer Candidate Ken Hall (as a designated representative of General President Candidate Jim Hoffa) answered questions and debated each other in a 90-minute Candidates Forum held at the National Press Club in Washington, D.C., on August 25, 2016. Find out what these candidates said on issues important to your union, by watching the debate video. You can see the forum in the Candidate Video section of **www.ibtvote.org** or on the Election Supervisor's Vimeo page, **https://vimeo.com/oesibt**. C-SPAN recorded the forum, so you can find the forum on the C-Span website at **https://www.c-span.org/video/?414344-/teamsters-union-candidates-face-debate**.

If you would like your own DVD of the Candidates Forum, or a written transcript, call 1-844-428-8683 or send an email to **ElectionSupervisor@IBTvote.Org** with your request. OES will not provide the IBT, the candidates, or anyone else the name of any member that requests a DVD or a transcript.

Candidate Literature

What follows is campaign material from the candidates for the positions contested in the IBT International officer election. The candidates have joined and formed opposing slates. The order of presentation of the slate materials was determined in a lottery. The slates created the materials you are about to read. The materials do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the slates.

YOUR VOTE IS YOUR VOICE:
Cast your secret ballot vote in the IBT International Officer Election

Richard W. Mark
Election Supervisor

FRED ZUCKERMAN

Teamsters United Slate

This fall, every Teamster can elect a General President
that delivers results—not excuses.

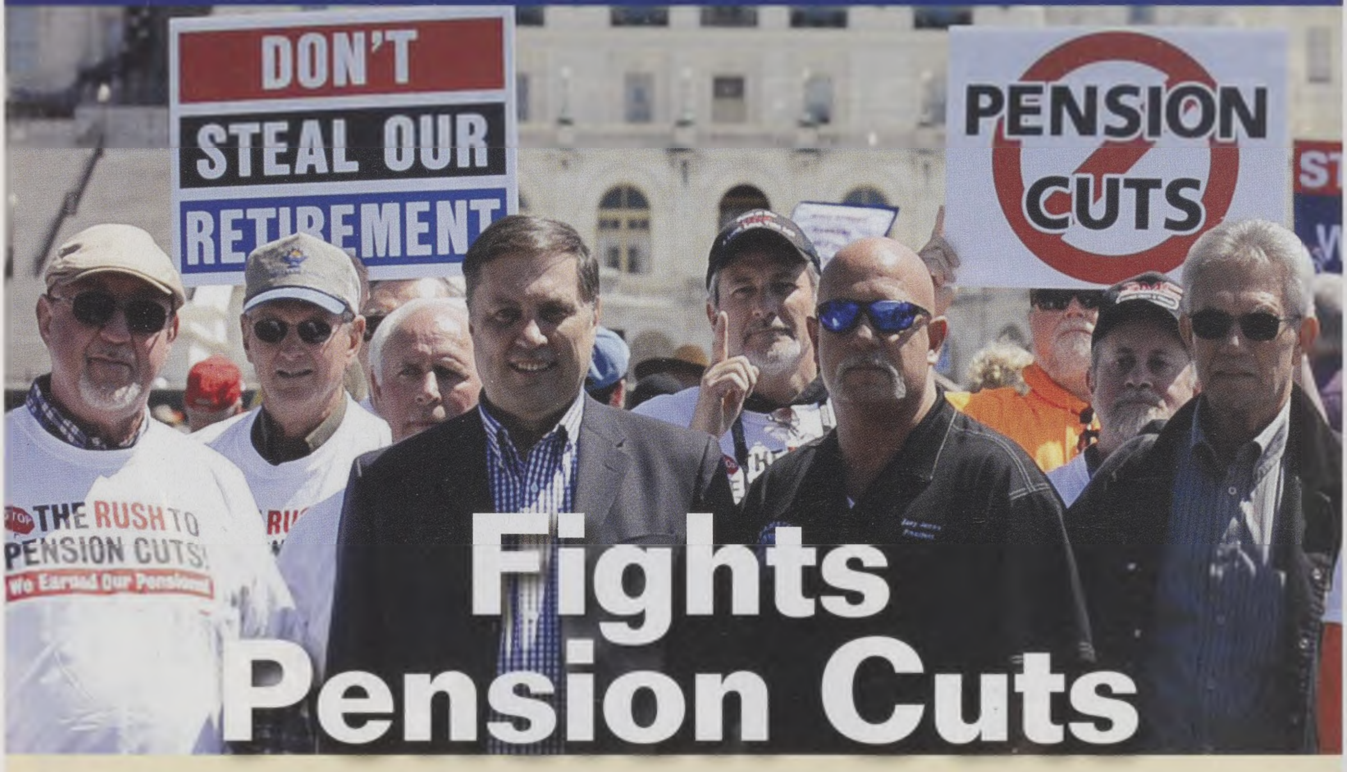
1. Strong Contracts, Not Givebacks
2. Fight Pension & Benefit Cuts
3. End Hoffa-Hall Corruption

Vote Fred Zuckerman Teamsters United Slate
when you're mailed a ballot on October 6.

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

FRED ZUCKERMAN


DON'T
STEAL OUR
RETIREMENT
PENSION CUTS
THE RUSH TO PENSION CUTS!
We Earned Our Pensions

Fights Pension Cuts

"Hoffa has betrayed the members by failing to defend our contracts and pensions—and 400,000 Teamsters face pension cuts as a result."

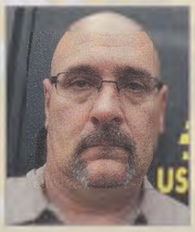
—Fred Zuckerman

Hoffa Cut My Pension

"While Hoffa's friends lined their pockets, freight Teamsters took contract concessions and pension cuts."

Leslie Garrett
Local 63
YRC Clerical
Bloomington, Calif.

Fred Zuckerman Will Fight For Our Pensions



"Hoffa destroyed our freight contract and did nothing while Central States lost billions. Now more than 400,000 Teamsters are threatened with the worst pension cuts in our union's history. Fred Zuckerman stands with us. Hoffa sold us out."

Kevin Koubeck, Local 407
ABF, Cleveland

Fred Zuckerman Teamsters United

TEAMSTERS UNITED

Fights Healthcare Cuts

"I have a proven record of protecting members' healthcare. Hoffa-Hall can't defend your wages and benefits because they're in bed with the employers."

—Fred Zuckerman

Hoffa Cut My Healthcare

"Hoffa-Hall cut my healthcare and my pension. I'm paying more for my medical and my pension will be reduced by at least $4,680 a year when I retire."

Omar Moreno
Local 572
UPS, Gardena, Calif.

Fred Zuckerman Saved My Healthcare

"Kroger tried to cut our healthcare. Fred Zuckerman united the members to fight back. We won even better health benefits with no co-pays."

Bill Miller, Local 89
Zenith Logistics
(Kroger), Louisville

Fred Zuckerman Teamsters United

FRED ZUCKERMAN

Fred Zuckerman Won an 18.45% Wage Increase

“The company tried to cut our pay and benefits and break our union. Fred Zuckerman united us to beat the union busters. We won our best contract ever, including an 18.45% wage increase for 800 Teamsters and safer working conditions.”

Ronnie Waiz, Jeffboat

Fred Zuckerman Saved Our Jobs After Hoffa Sold Us Out

“I lost my job for 2½ years because Hoffa threw us under the bus. Fred Zuckerman fought for us. We won our jobs back and over $20 million in back pay.”

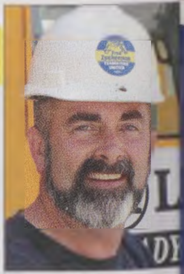
Brenda Helm, RCS Transportation

“We’re voting for
and Teamsters

Fred Zuckerman Defeats Givebacks

“Food service companies are gunning for our wages and benefits and harassing employees to work faster and injure themselves. Fred Zuckerman will take on Sysco, US Foods and the rest. Hoffa doesn’t have a clue.”

Benny Hernandez, Sysco



Fred Zuckerman Protects Union Standards

“Fred Zuckerman stands up to the contractors and protects our work. He will help local unions organize nonunion contractors and enforce area standards.”

Eddie Pirrman, Allied Ready Mix

Fred Zuckerman Stands Up to UPS

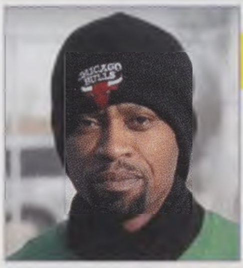
“Our working conditions are at an all-time low. Production harassment has never been worse. Fred Zuckerman represents over 10,000 UPSers and he stands up to the company. Hoffa-Hall are too cozy with management.”

Dennis Harper, UPS

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

TEAMSTERS UNITED



Fred Zuckerman Fights for UPS Part-Timers

“I’m running with Fred Zuckerman to be the first UPS part-timer to ever serve in our International Union’s leadership. We’ll fight for higher wages, more guaranteed hours and more full-time jobs. Hoffa-Hall just take our dues and sell us out.”

Dave Loobie, UPS Preloader
International Union Trustee candidate

Fred Zuckerman Wins Good Wages & Benefits

“Our company took in over $2 billion last year. Employees deserve a bigger piece of that pie. We take care of the most valuable commodity in the world—children. Fred Zuckerman will back bus workers to win national contract standards and better wages and benefits.”

Jean Auguste, First Student

Fred Zuckerman
United Slate.”

Fred Zuckerman Unites Teamsters

“Fred organized the nonunion competition in Louisville to defend our standards. He united carhaulers to reject Hoffa’s concessionary deal by 87 percent. Fred will take on the employers, not make excuses and sell us bad contracts.”

McKinley Archie, Jack Cooper Transport

Help Elect Fred Zuckerman and Teamsters United

Text your friends and remind them to vote.
Talk to other Teamsters and bring this info to work.

Teamster members are passing out leaflets and making phone calls to win this election.

Sign up online at **www.TeamstersUnited.org/get-involved**

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

TEAMSTERS UNITED SLATE

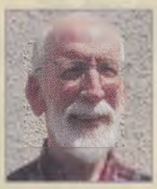
- Experienced national and local union leaders
- Successful contract negotiators, pension trustees, and organizers
- Veteran stewards so working Teamsters have a seat at the table

Fred Zuckerman
General President
Local 89, Louisville

Tim Sylvester
General Secretary Treasurer
Local 804, New York

Sandy Pope
At Large VP
Local 810
New York

John Thyer
At Large VP
Local 604
St. Louis

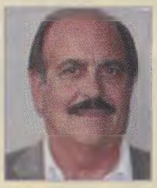


Stan White
At Large VP
Local 206, Oregon

Willie Ford
At Large VP
Local 71, Charlotte

Jerry Yarbrough
At Large VP
Local 667
Memphis

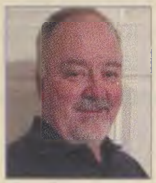
Carlos Lizarraga
At Large VP
BLET Division 106
Ft. Wayne



Joe Darmento
At Large VP
Local 2727
Ontario, Calif.

Tony Jones
Central VP
Local 413
Columbus

Bill Frisky
Central VP
Local 964
Cleveland



Avral Thompson
Central VP
Local 89, Louisville

Bob Kopystynsky
Central VP
Local 710, Chicago

Matt Taibi
Eastern VP
Local 251
Providence

Bob Randall
Eastern VP
Local 559
South Windsor
Conn.

Randy Shepler
Eastern VP
Local 30
Jeanette, Pa.

Kimberly Schultz
Southern VP
Local 2011
Florida

John Palmer
Southern VP
Local 657
San Antonio

Dave Bernt
Trustee
Local 705
Chicago

Dave Loobie
Trustee
Local 804
New York

Todd Anderson
Trustee
Local 710
Chicago

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

Vote here to elect the entire Fred Zuckerman Teamsters United Slate

● **Fred Zuckerman Teamsters United Slate**

General President/Presidente General

○ Fred Zuckerman

General Secretary Treasurer
Secretario-Tesorero General

○ Tim Sylvester

At Large Vice President
Vice Presidente En Pleno

A Teamster ballot will be mailed to you on October 6.

Fill in one oval to vote for the entire slate.

100% secret ballot. No one will know how you voted.

If you did not get a ballot or need a replacement ballot, call **844-428-8683** after October 17 to order a replacement ballot. The voting is run by an Independent Election Supervisor. Your confidentiality and rights are protected.

Fred Zuckerman Teamsters United

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

HOFFA CORRUPTION HOFFA CO

New Corruption

The Independent Investigations Officer has launched a major new corruption probe into Hoffa for labor racketeering—including taking gifts and payoffs in exchange for rigging the bidding process for business with Teamster benefit funds.[1]

The corruption trail leads straight to Hoffa and his inner circle, including Hoffa's son, a top running mate, and Hoffa's Chief of Staff.

PAY FOR PLAY

Anti-corruption officers say investment firm owner and insurance broker **Charles Bertucio bought access to Hoffa** and top Teamster officials with golf trips to Europe, tickets to NBA Finals games and other payoffs.

Bertucio took Hoffa on two European golf junkets along with Hoffa's Chief of Staff Willie Smith and Hoffa-Hall campaign spokesman Richard Leebove.[3]

In exchange, Hoffa officials helped Bertucio land business from Teamster benefit funds—including rigging the process when Bertucio submitted a substandard bid.[2]

HOFFA CORRUPTION HOFFA CO

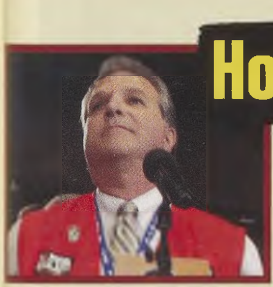
Clean Out the Corruption

UPTION HOFFA CORRUPTION

Probe Hits Hoffa

Cushy Job for Hoffa's Son

Under oath, **Bertucio admitted to hiring Hoffa's son Geoffrey Hoffa** to grease his way to more Benefit Fund business from the Teamsters.[4]



Hoffa VP Under Criminal Probe

Hoffa VP Rome Aloise negotiated a sham contract to make Bertucio a Teamster. The phony contract gave Bertucio access to Teamster conferences where he could cut deals with Teamster Health Fund trustees.[3] Aloise faces corruption charges and a federal criminal investigation.

Hoffa Chief of Staff Gets Perks, Members Get Sold Out

Hoffa's Chief of Staff was caught taking tickets to the Playboy Super Bowl Party from liquor distribution bosses in exchange for selling out members in contract negotiations.[3]

When corruption officers investigated the Hoffa pay-for-play golf junkets, Smith tried to cover it up by **falsifying records and back-dating checks**. A federal court is now involved.[2]

CHECK THE FACTS

1. Independent Investigations Officer's Application for the Issuance of Subpoenas, USA v International Brotherhood of Teamsters, 88 Civ. 4486. August 29, 2016
2. Declaration of Support of the Independent Investigations Officer's Application for the Issuance of Subpoenas, USA v International Brotherhood of Teamsters, 88 Civ. 4486. August 29, 2016
3. Independent Review Board Charges against Rome Aloise, February. 10, 2016
4. Sworn deposition of Charles Bertucio; October 13, 2015

UPTION HOFFA CORRUPTION

**Hoffa is trying to stonewall the corruption probe until after the election.
Clean up the corruption now by voting Fred Zuckerman Teamsters United slate.**

HOFFA CORRUPTION HOFFA

Caught And Found Guilty

Hoffa-Hall Tried to Bribe Fred Zuckerman Out of Running Against Them

Ken Hall and the Hoffa-Hall Campaign were found guilty by the Election Supervisor in 2011 of trying to bribe Fred Zuckerman out of running against them.

They offered Fred Zuckerman a high-paid appointment and a lucrative pension from the International Union if he would sit out the election.

Fred Zuckerman refused the bribe and blew the whistle on the corruption.

CHECK THE FACTS

1. 2011 Election Supervisor Decision 73, January 20, 2011 www.ibtvote.org

HOFFA CORRUPTION HOFFA

Hoffa Corruption Means Contract Sellouts and Benefit Cuts for You

Get the facts on documented cases of Hoffa-Hall corruption and how their corruption resulted in contract sellouts and healthcare and pension cuts for Teamsters like you.

www.teamstersunited.org/corruption

"Hoffa-Hall and corrupt officials sell out the members and use our union to line their own pockets. As General President, I will fight for you."

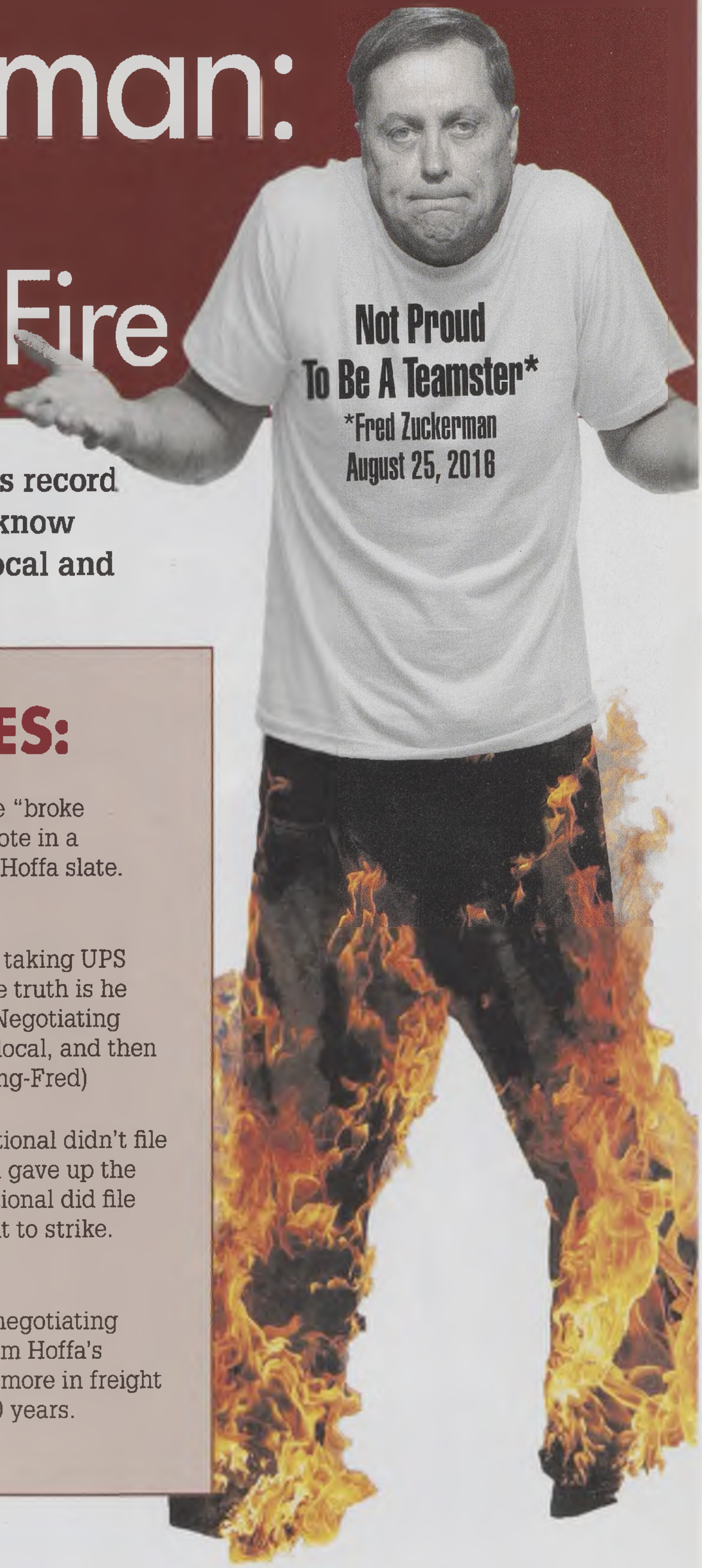
—Fred Zuckerman

Hoffa can't defend his record or this corruption, so he lies about Fred Zuckerman and Teamsters United.

Get the facts before you vote at www.teamstersunited.org/fact-check

Don't Fall For Zuckerman's Lies

Zuckerman: Liar Liar Pants On Fire



Zuckerman lies and lies about his record because he doesn't want you to know how badly he mismanaged his local and screwed over his members.

ZUCKERMAN LIES:

LIE #1 In 2008, Zuckerman claimed he "broke with Hoffa," but the truth is in 2010 he wrote in a letter to Jim Hoffa asking to be put on the Hoffa slate. (www.Hoffa2016/lying-Fred)

LIE #2 Zuckerman claims he opposed taking UPS out of Central States Pension Fund, but the truth is he supported it as a member of the National Negotiating Committee, recommended passage at his local, and then passed it at his local. (www.Hoffa2016/lying-Fred)

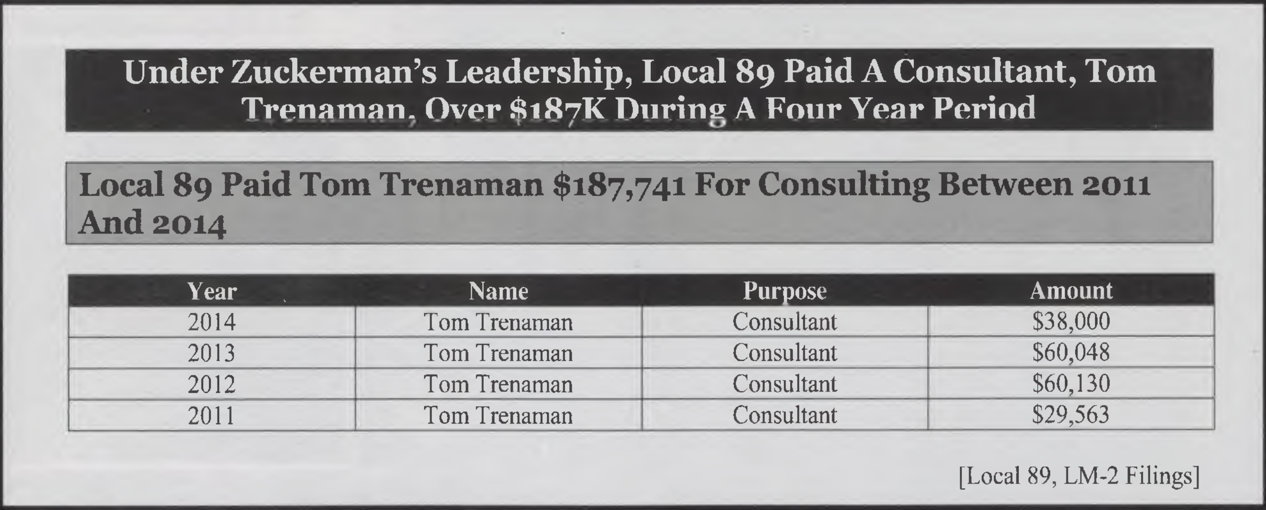
LIE #3 Zuckerman claims the International didn't file proper paperwork in UPS negotiations and gave up the right to strike, but the truth is the International did file the proper paperwork and we had the right to strike. (www.Hoffa2016/lying-Fred)

LIE #4 Zuckerman claims Hoffa isn't negotiating in core industries, but the truth is under Jim Hoffa's leadership, the Teamsters have organized more in freight in the last 10 years than in the previous 50 years. (www.Hoffa2016/lying-Fred)

Zuckerman His Own

When Zuckerman became president of Local 89, it was on solid financial footing. However, after just a few years, his local faced a deficit of one hundred and fifty thousand dollars – even as Zuckerman took a pay raise and compensation of over two hundred thousand dollars.

Mismanaged
Local



Under Zuckerman's Leadership, Local 89 Paid A Consultant, Tom Trenaman, Over $187K During A Four Year Period

Local 89 Paid Tom Trenaman $187,741 For Consulting Between 2011 And 2014

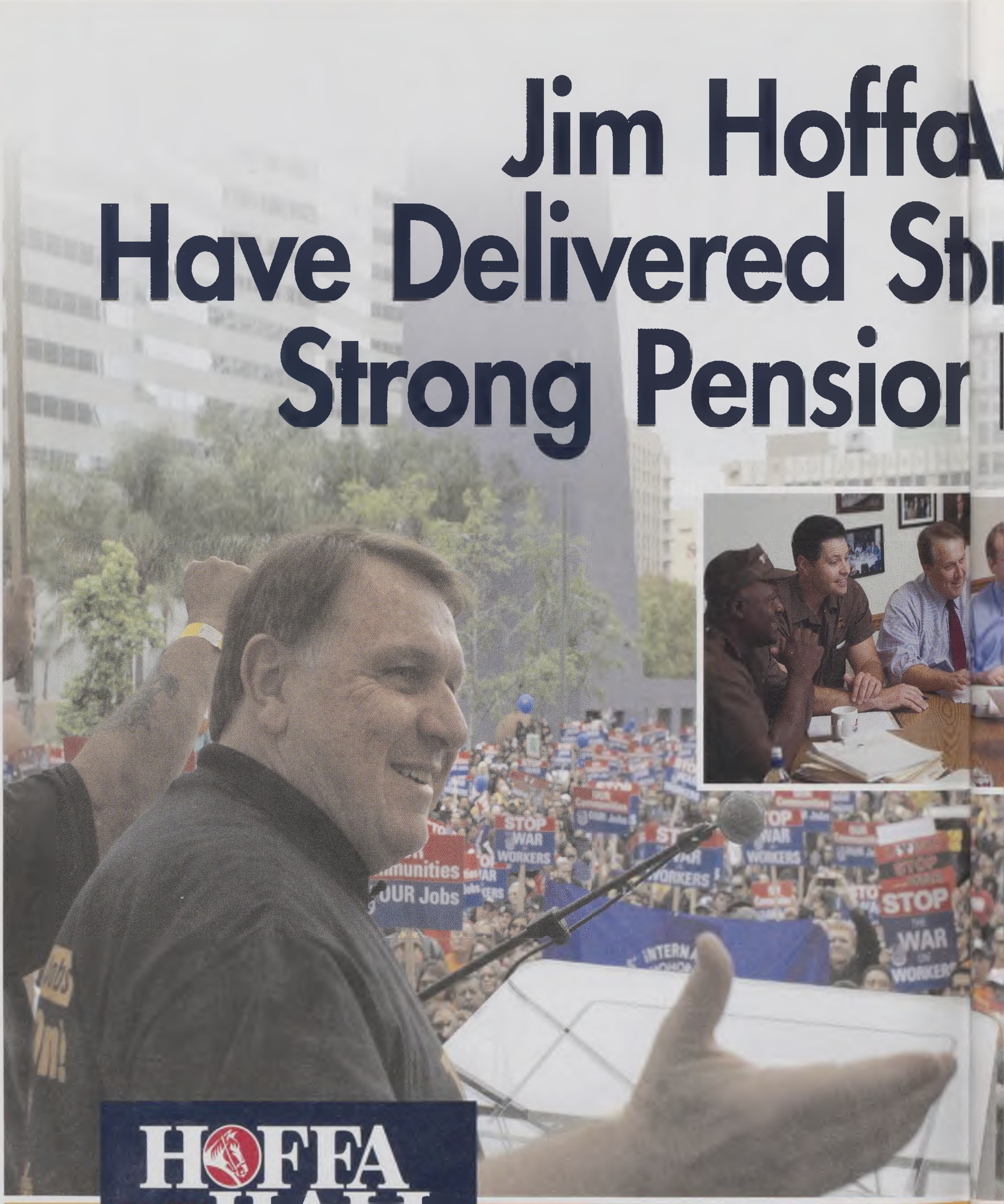
Year	Name	Purpose	Amount
2014	Tom Trenaman	Consultant	$38,000
2013	Tom Trenaman	Consultant	$60,048
2012	Tom Trenaman	Consultant	$60,130
2011	Tom Trenaman	Consultant	$29,563

[Local 89, LM-2 Filings]

Zuckerman paid Tom Trenaman over $187,000

from his local as a consultant even though Zuckerman's local had sued Trenaman after he left the union for taking unlawful payments for an illegal pay raise and accrued vacation.

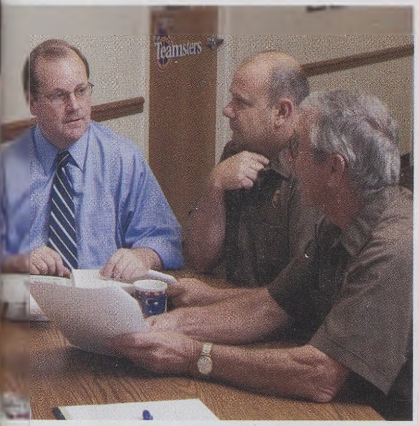
Jim Hoffa A
Have Delivered St
Strong Pensio

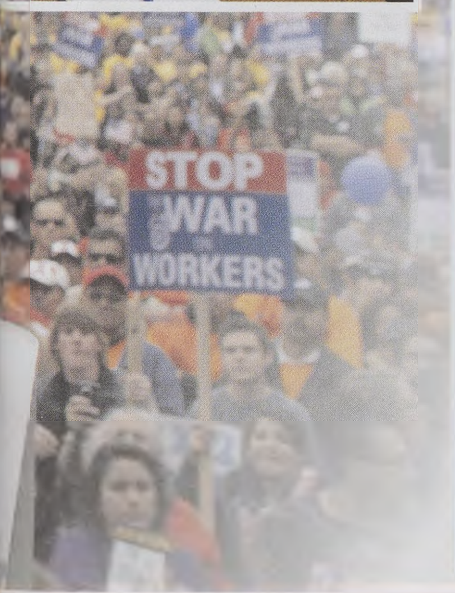

STOP WAR ON WORKERS
OUR Jobs
STOP THE WAR ON WORKERS
INTERNA

HOFFA HALL
TEAMSTERS 2016

Go to www.hoffahall2016.co sig

And Ken Hall ong Contracts And For Teamsters




STOP
WAR
ON
WORKERS

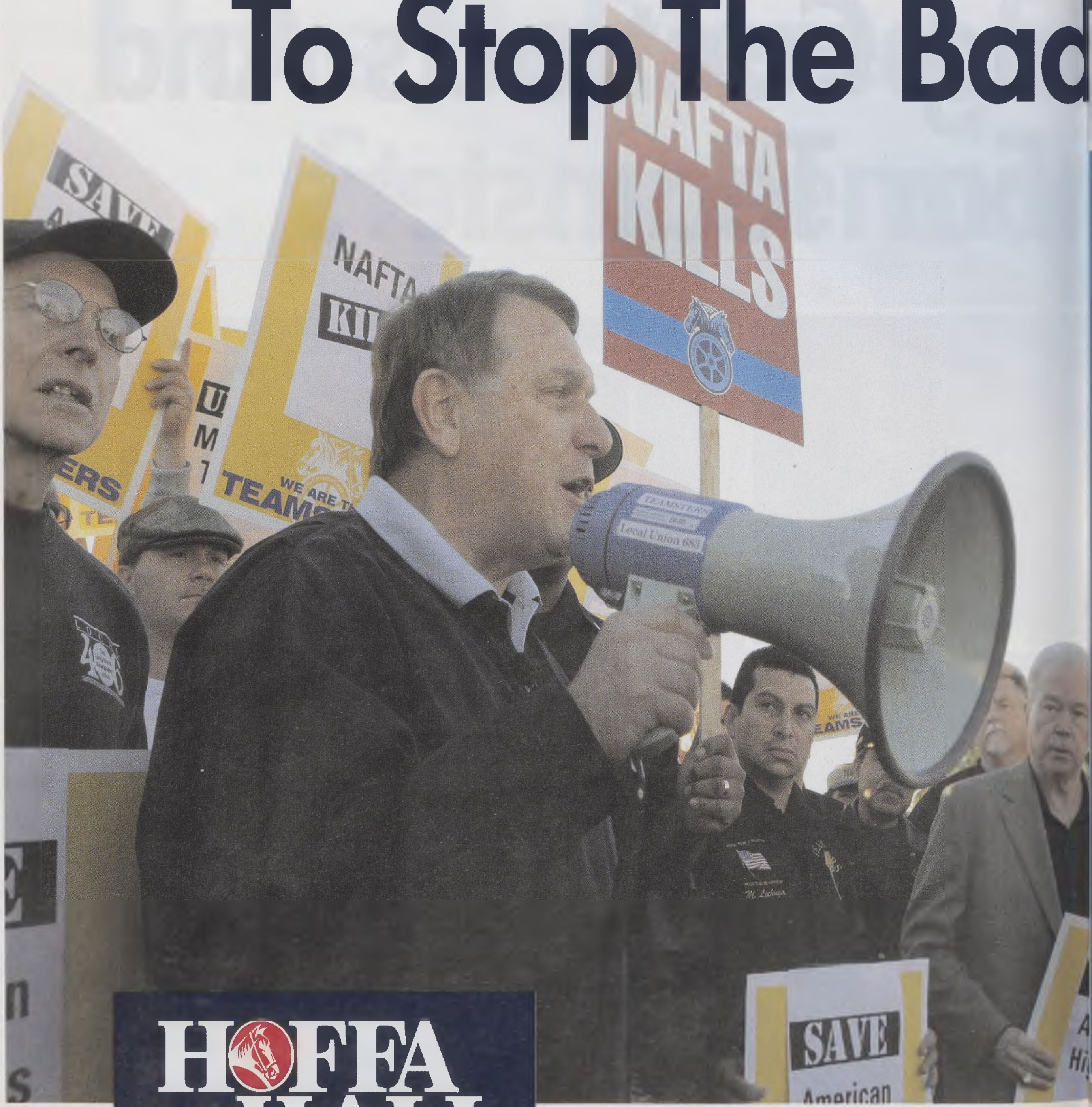
HOFFA
HALL
TEAMSTERS
2016

"There is no question I am better off because I am a member of the Teamsters. Thanks to the strong leadership of Jim Hoffa and Ken Hall I have a strong contract and good benefits. They have earned my vote."

–SHAWN CARREGAL

sign-up and help re-elect Hoffa-Hall.

Jim Hoffa And Ke
To Stop The Bad


SAVE
NAFTA KILLS
NAFTA KILLS
WE ARE TEAMSTERS
TEAMSTERS
Local Union 683
SAVE
American

HOFFA HALL
TEAMSTERS 2016

Go to www.hoffahall2016.co sig

Hall Are Fighting TPP Trade Deal

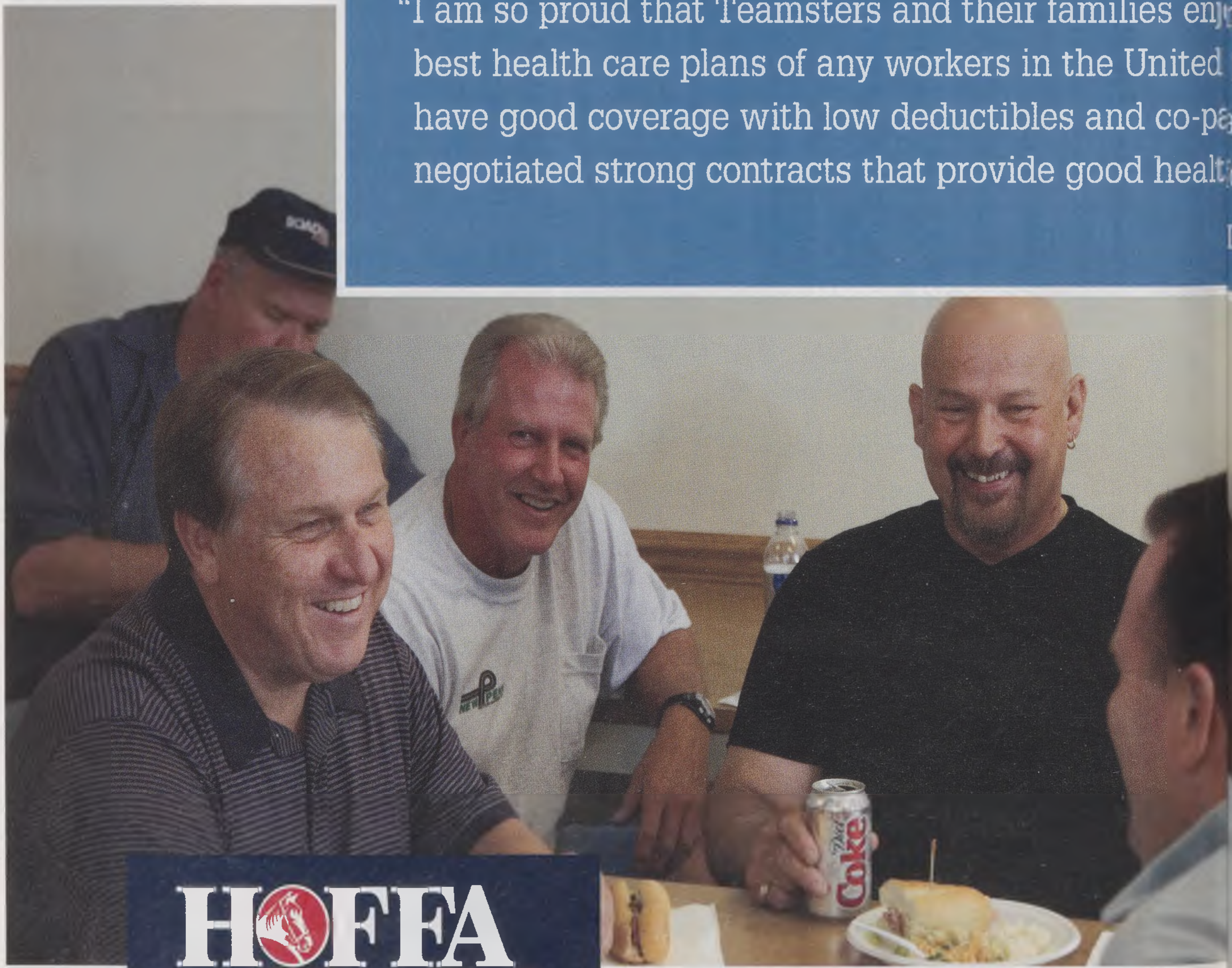
> "I am leading the fight against the TPP Trans-Pacific Partnership trade deal that would ship tens of thousands of American jobs overseas.
>
> I have aggressively lobbied Congress and the administration demanding they protect American workers and block this terrible trade deal."
>
> **–JIM HOFFA**

NATIONAL PRESS CLUB

sign-up and help re-elect Hoffa-Hall.

Teamsters
Excellent

"I am so proud that Teamsters and their families enj
best health care plans of any workers in the United
have good coverage with low deductibles and co-pa
negotiated strong contracts that provide good healt



HOFFA HALL
TEAMSTERS 2016

Go to www.hoffahall2016.co

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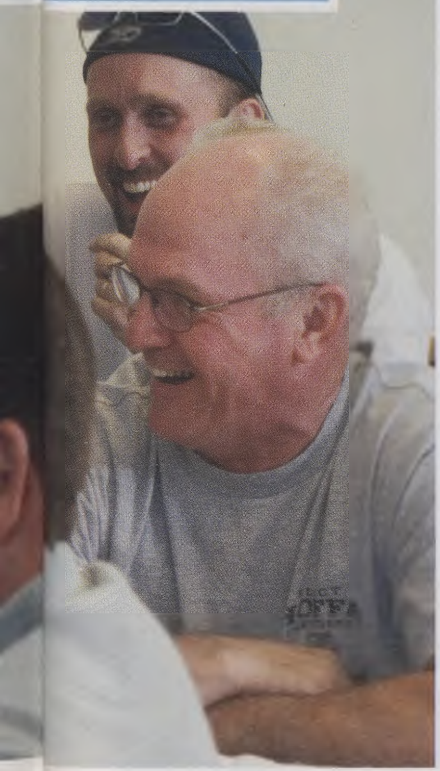
IM HOFFA



"We have very good health care coverage because we are Teamsters. It means a lot to us, and we really appreciate Jim Hoffa's leadership on our behalf."

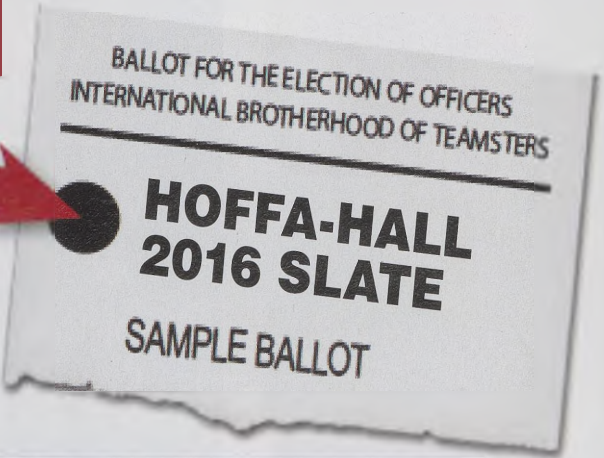
–CLIFFORD HANEY AND CHRISTINA CHAPA

co sign-up and help re-elect Hoffa-Hall.

International Brotherhood of Teamsters
TEAMSTER STRONG
29th INTERNATIONAL CONVENTION
International Brotherhood of Teamsters
HOFFA HALL
HOFFA TEAMSTERS 2016 HALL

One Mark Does It All

Vote Hoffa-Hall


BALLOT FOR THE ELECTION OF OFFICERS
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

● **HOFFA-HALL 2016 SLATE**

SAMPLE BALLOT

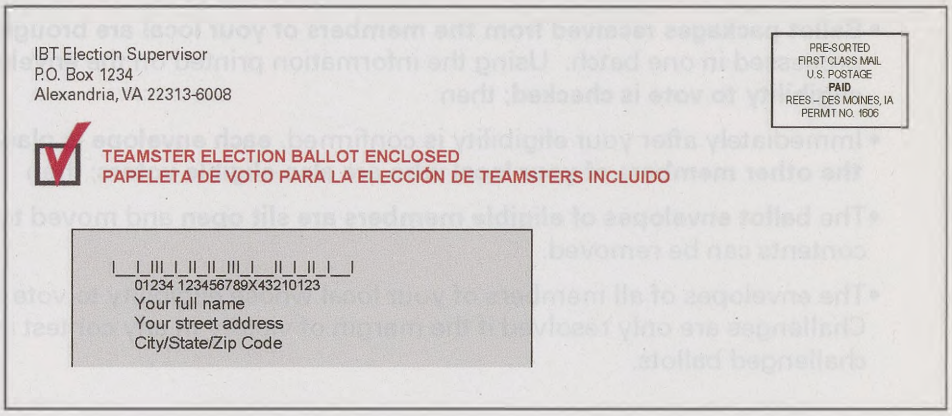
You will be mailed a secret ballot on October 6th

Fill in the oval text next to the Slate name and return your ballot by November 8th so it will be in on time to be counted.

HOFFA HALL
TEAMSTERS 2016

MAKE SURE YOUR VOTE IS COUNTED – HERE'S HOW

1. Around October 8, you should receive a ballot package that looks like this:



IBT Election Supervisor
P.O. Box 1234
Alexandria, VA 22313-6008

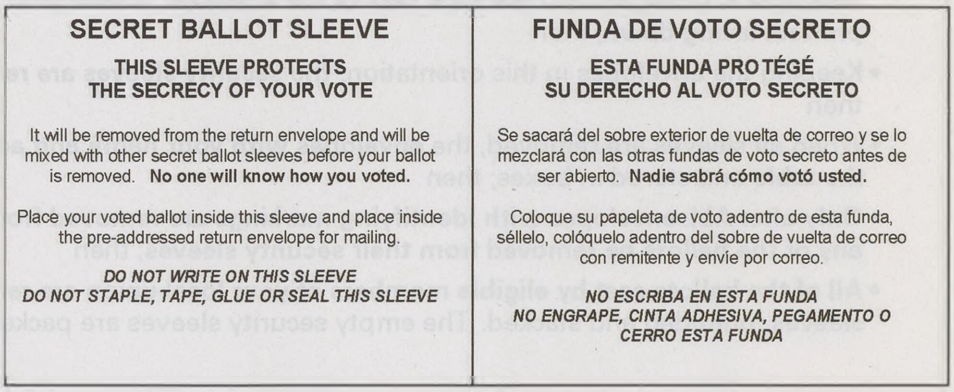
PRE-SORTED
FIRST CLASS MAIL
U.S. POSTAGE
PAID
REES – DES MOINES, IA
PERMIT NO. 1606

TEAMSTER ELECTION BALLOT ENCLOSED
PAPELETA DE VOTO PARA LA ELECCIÓN DE TEAMSTERS INCLUIDO

01234 123456789X43210123
Your full name
Your street address
City/State/Zip Code

2. When you receive your ballot package, open the package and **read the instructions before filling out your ballot**. If you prefer to read the instructions in Spanish (for U.S. members) or in French (for Canadian members), look on the reverse side of your ballot.

3. When you have finished marking your ballot, place it in the security sleeve that is included in the package:



SECRET BALLOT SLEEVE

THIS SLEEVE PROTECTS THE SECRECY OF YOUR VOTE

It will be removed from the return envelope and will be mixed with other secret ballot sleeves before your ballot is removed. **No one will know how you voted.**

Place your voted ballot inside this sleeve and place inside the pre-addressed return envelope for mailing.

DO NOT WRITE ON THIS SLEEVE
DO NOT STAPLE, TAPE, GLUE OR SEAL THIS SLEEVE

FUNDA DE VOTO SECRETO

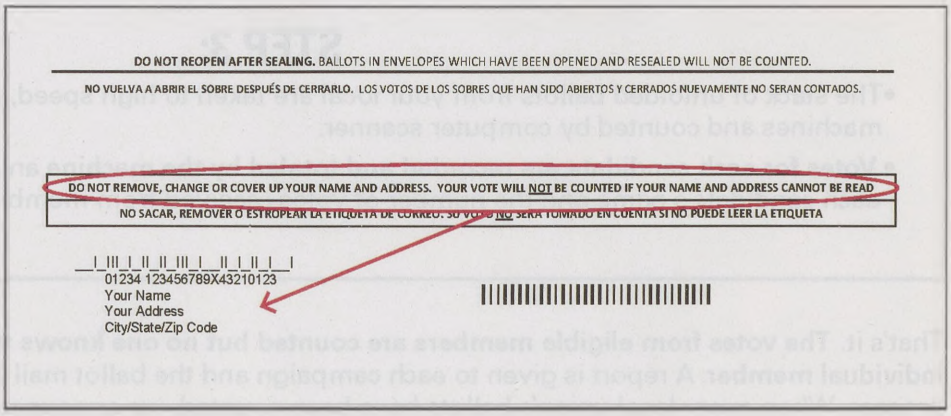
ESTA FUNDA PROTÉGÉ SU DERECHO AL VOTO SECRETO

Se sacará del sobre exterior de vuelta de correo y se lo mezclará con las otras fundas de voto secreto antes de ser abierto. **Nadie sabrá cómo votó usted.**

Coloque su papeleta de voto adentro de esta funda, séllelo, colóquelo adentro del sobre de vuelta de correo con remitente y envíe por correo.

NO ESCRIBA EN ESTA FUNDA
NO ENGRAPE, CINTA ADHESIVA, PEGAMENTO O CERRO ESTA FUNDA

4. Place the sleeve in the included Business Reply Envelope:



DO NOT REOPEN AFTER SEALING. BALLOTS IN ENVELOPES WHICH HAVE BEEN OPENED AND RESEALED WILL NOT BE COUNTED.

NO VUELVA A ABRIR EL SOBRE DESPUÉS DE CERRARLO. LOS VOTOS DE LOS SOBRES QUE HAN SIDO ABIERTOS Y CERRADOS NUEVAMENTE NO SERAN CONTADOS.

DO NOT REMOVE, CHANGE OR COVER UP YOUR NAME AND ADDRESS. YOUR VOTE WILL NOT BE COUNTED IF YOUR NAME AND ADDRESS CANNOT BE READ

NO SACAR, REMOVER O ESTROPEAR LA ETIQUETA DE CORREO. SU VOTO NO SERA TOMADO EN CUENTA SI NO PUEDE LEER LA ETIQUETA

01234 123456789X43210123
Your Name
Your Address
City/State/Zip Code

5. Seal the reply envelope and deposit it in the mail. NO stamp is needed—postage is prepaid.

Here is the process we use to count your vote AND guarantee your vote is secret:

STEP 1:

- **Ballot packages received from the members of your local are brought out together** and are processed in one batch. Using the information printed on the envelope, **each voting member's eligibility to vote is checked**; then
- Immediately after your eligibility is confirmed, **each envelope is placed with the envelopes of the other members of your local who are also eligible voters**; then
- The **ballot envelopes of eligible members are slit open** and moved to work tables so that the contents can be removed.
- The envelopes of all members of your local whose eligibility to vote is challenged are set aside. Challenges are only resolved if the margin of victory in any contest is less than the number of challenged ballots.

STEP 2:

- Our ballot count staff is trained to sort through the envelopes and place them with each envelope is facing up and **the back side of the envelope, where your identifying information is printed, facing down**; then
- Keeping the envelopes in this orientation, **the security sleeves are removed from the envelopes**; then
- When all sleeves are removed, the **envelopes with your name and address are removed from the table** and stored in boxes; then
- **Only after ALL envelopes with identifying markings are removed from the tables and stored can any of the ballots be removed from their security sleeves**; then
- **All of the ballots cast by eligible members of your local union are removed from the security sleeves**, unfolded and stacked. The empty security sleeves are packed away.

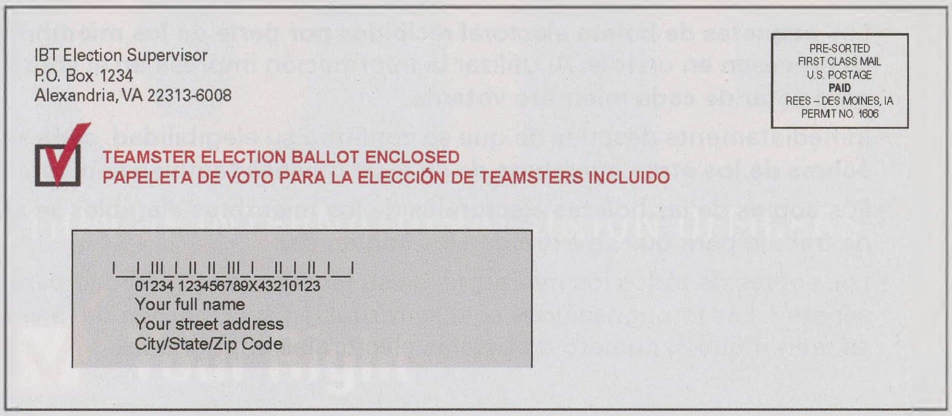
STEP 3:

- The stack of unfolded ballots from your local are taken to high speed, electronic vote tabulating machines and counted by computer scanner.
- **Votes for each candidate are recorded and totaled by the machine** and a report is made listing each candidate's name and the number of votes received from members of your local.

That's it. **The votes from eligible members are counted but no one knows the candidates selected by any individual member.** A report is given to each campaign and the ballot mail from the next local begins the process. When every local union's ballots have been counted, we announce the winners.

ASEGÚRESE DE QUE SU VOTO SE CUENTE. AQUÍ LE MOSTRAMOS CÓMO

1. Alrededor del 8 de octubre, usted debería recibir un paquete de boleta electoral que tenga este aspecto:



IBT Election Supervisor
P.O. Box 1234
Alexandria, VA 22313-6008

PRE-SORTED
FIRST CLASS MAIL
U.S. POSTAGE
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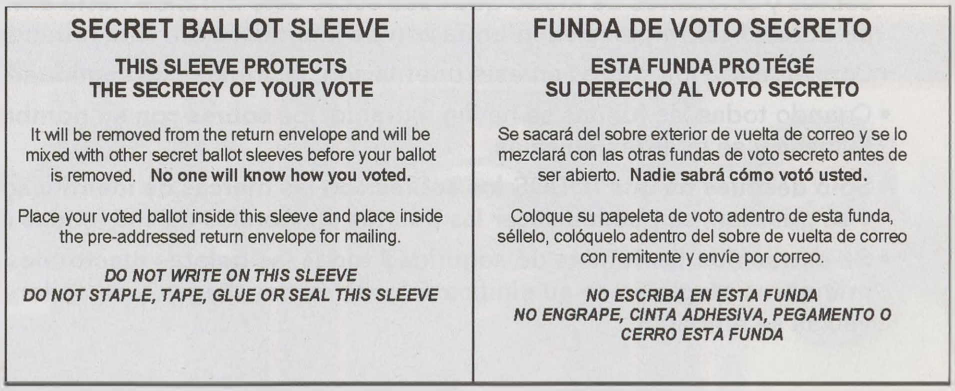
REES – DES MOINES, IA
PERMIT NO. 1606

☑ TEAMSTER ELECTION BALLOT ENCLOSED
PAPELETA DE VOTO PARA LA ELECCIÓN DE TEAMSTERS INCLUIDO

01234 123456789X43210123
Your full name
Your street address
City/State/Zip Code

2. Cuando usted reciba su paquete de boleta electoral, abra el paquete y **lea las instrucciones antes de completar su boleta**. Si prefiere leer las instrucciones en español (para miembros de los Estados Unidos) o en francés (para miembros de Canadá), mire en el reverso de su boleta electoral.

3. Cuando haya finalizado de marcar su boleta electoral, colóquela en la funda de seguridad que se incluye en el paquete:



SECRET BALLOT SLEEVE

THIS SLEEVE PROTECTS THE SECRECY OF YOUR VOTE

It will be removed from the return envelope and will be mixed with other secret ballot sleeves before your ballot is removed. **No one will know how you voted.**

Place your voted ballot inside this sleeve and place inside the pre-addressed return envelope for mailing.

DO NOT WRITE ON THIS SLEEVE
DO NOT STAPLE, TAPE, GLUE OR SEAL THIS SLEEVE

FUNDA DE VOTO SECRETO

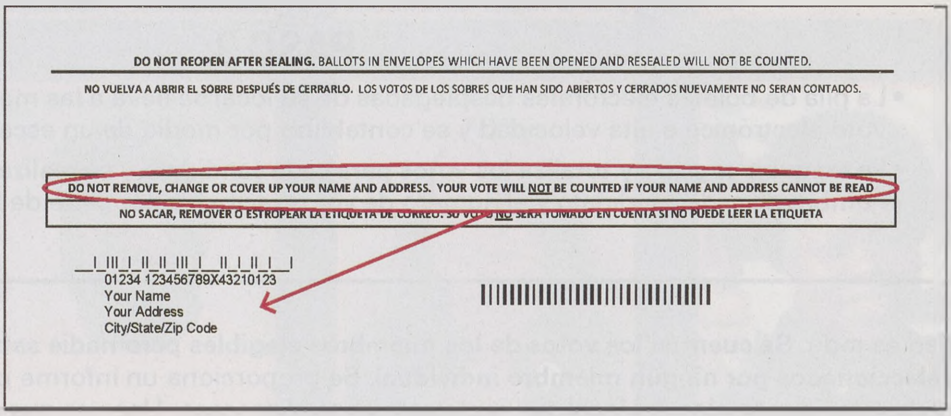
ESTA FUNDA PROTÉGÉ SU DERECHO AL VOTO SECRETO

Se sacará del sobre exterior de vuelta de correo y se lo mezclará con las otras fundas de voto secreto antes de ser abierto. **Nadie sabrá cómo votó usted.**

Coloque su papeleta de voto adentro de esta funda, séllelo, colóquelo adentro del sobre de vuelta de correo con remitente y envíe por correo.

NO ESCRIBA EN ESTA FUNDA
NO ENGRAPE, CINTA ADHESIVA, PEGAMENTO O CERRO ESTA FUNDA

4. Coloque la funda en el Sobre con Franqueo Pagado que se incluye:



DO NOT REOPEN AFTER SEALING. BALLOTS IN ENVELOPES WHICH HAVE BEEN OPENED AND RESEALED WILL NOT BE COUNTED.

NO VUELVA A ABRIR EL SOBRE DESPUÉS DE CERRARLO. LOS VOTOS DE LOS SOBRES QUE HAN SIDO ABIERTOS Y CERRADOS NUEVAMENTE NO SERAN CONTADOS.

DO NOT REMOVE, CHANGE OR COVER UP YOUR NAME AND ADDRESS. YOUR VOTE WILL NOT BE COUNTED IF YOUR NAME AND ADDRESS CANNOT BE READ

NO SACAR, REMOVER O ESTROPEAR LA ETIQUETA DE CORREO. SU VOTO NO SERA TOMADO EN CUENTA SI NO PUEDE LEER LA ETIQUETA

01234 123456789X43210123
Your Name
Your Address
City/State/Zip Code

Éste es el proceso que utilizamos para contar su voto Y garantizarle que su voto es secreto:

PASO 1:

- **Los paquetes de boleta electoral recibidos por parte de los miembros de su local se reúnen** y se procesan en un lote. Al utilizar la información impresa en el sobre, **se verifica la elegibilidad para votar de cada miembro votante.**
- Inmediatamente después de que se confirma su elegibilidad, **cada sobre se coloca con los sobres de los otros miembros de su local quienes también son votantes elegibles.**
- Los **sobres de las boletas electorales de los miembros elegibles se abren** y se colocan en mesas de trabajo para que se extraigan los contenidos.
- Los sobres de todos los miembros de su local cuya elegibilidad para votar es deficiente se separan. Las impugnaciones sólo se resuelven si el margen de la victoria en cualquier elección es menor que el número de boletas electorales impugnadas.

PASO 2:

- Nuestro personal a cargo de contar las boletas electorales está capacitado para revisar los sobres y colocarlos de modo que cada sobre esté mirando hacia arriba y **el dorso del sobre, en donde está impresa su información de identificación, esté mirando hacia abajo.**
- Conservando los sobres en esta orientación, **las fundas de seguridad se extraen de los sobres.**
- Cuando todas las fundas se hayan extraído, los **sobres con su nombre y dirección se sacan de la mesa** y se guardan en cajas.
- **Sólo después de que TODOS los sobres con las marcas de identificación se sacan de las mesas y se guardan, se pueden sacar las boletas electorales de sus fundas de seguridad.**
- **Se extraen de las fundas de seguridad todas las boletas electorales emitidas por los miembros elegibles de su sindicato local,** se despliegan y se apilan. Las fundas de seguridad vacías se embalan.

PASO 3:

- La pila de boletas electorales desplegadas de su local se lleva a las máquinas tabuladoras de voto electrónico a alta velocidad y se contabiliza por medio de un escaner computarizado.
- **La máquina registra y totaliza los votos para cada candidato** y se realiza un informe enumerando el nombre de cada candidato y el número de votos recibidos por parte de los miembros de su local.

Eso es todo. **Se cuentan los votos de los miembros elegibles pero nadie sabe los candidatos seleccionados por ningún miembro individual.** Se proporciona un informe para cada campaña y el correo de boletas electorales del local siguiente comienza el proceso. Una vez que han sido contadas todas las boletas electorales del sindicato local, anunciamos a los ganadores.

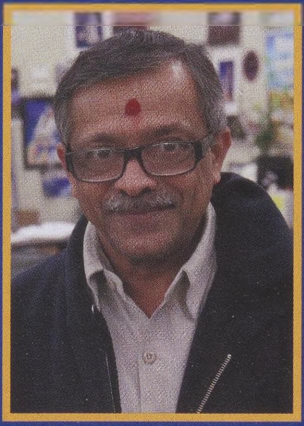
VOTE

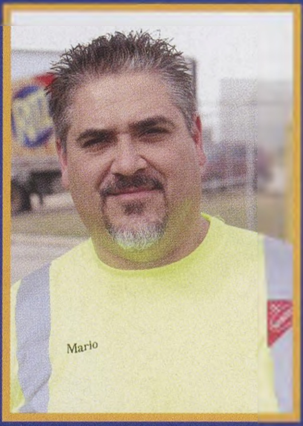
FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS

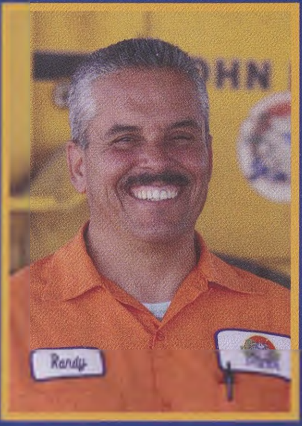
☑ Your Right

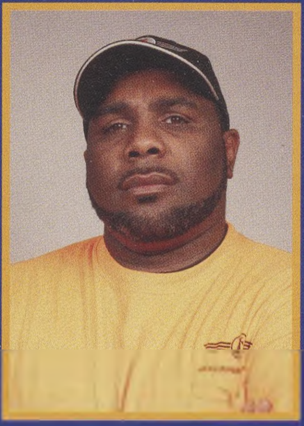
☑ Your Responsibility

Ballots Mailed October 2016





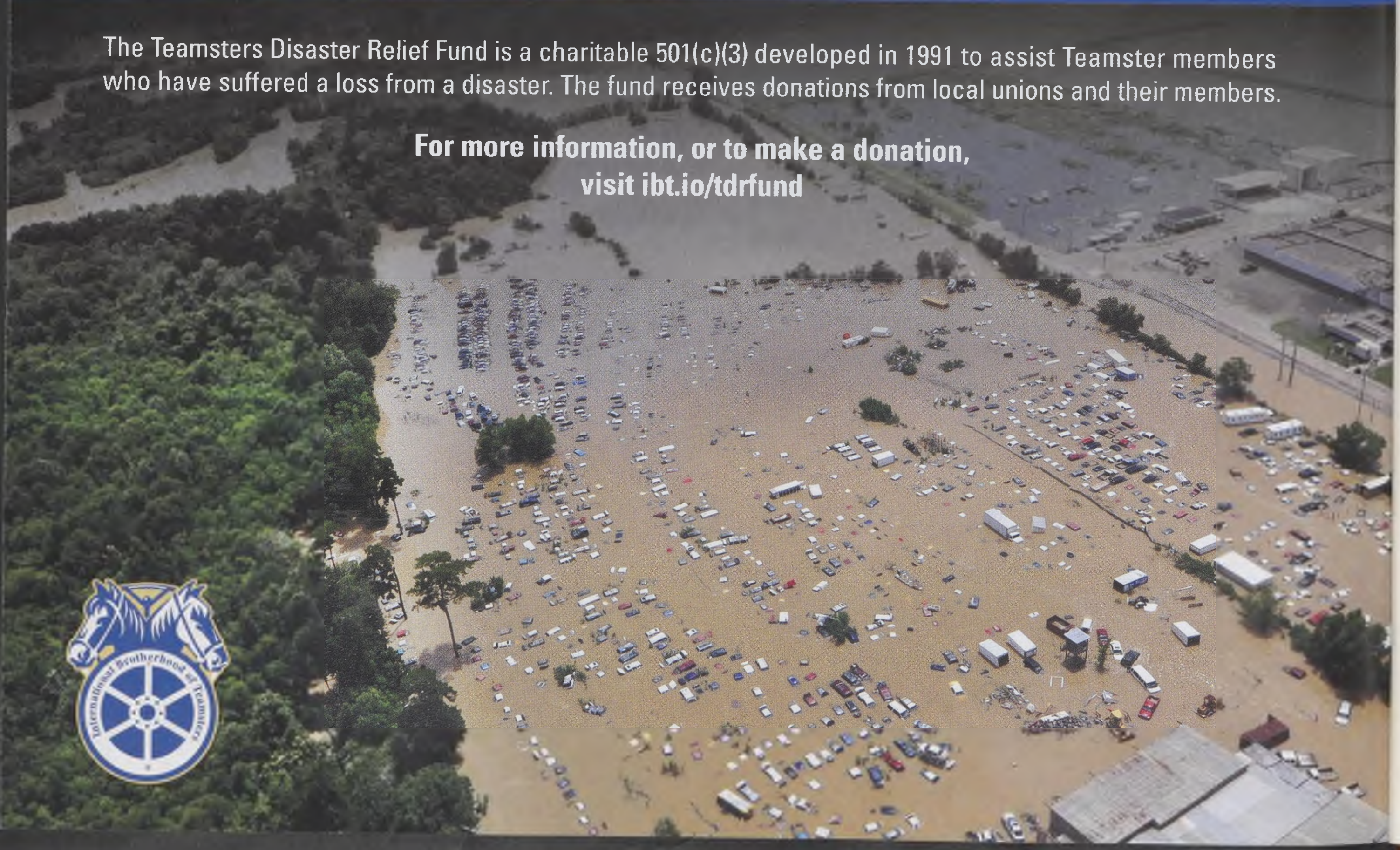




"My union is one of the few things that has helped...The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katrina hit, but to see what they did was above and beyond anything I could have ever expected."

—**TERRY BANG,** **Mississippi Teamster Affected by Hurricane Katrina**

GIVE TO TEAMSTERS DISASTER RELIEF FUND



The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

For more information, or to make a donation, visit ibt.io/tdrfund